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bulletin

CAUT promises aid

Storm brews over Ontario restructuring plan

by Helen Baxter

The Ontario Confederation of University Teachers (OCUFA) strongly rejects Education Minister Bette Stephenson's plans to overhaul Ontario's university system.

OCUFA says the Minister's blueprint for the universities "will create an elitist system from which the vast majority of Ontario taxpayers will receive no direct benefit". The Confederation says the plan "lacks credibility" and the Minister should resign.

OCUFA President Bill Jones warns that Stephenson's blueprint would result in an "overspecialized system that would not be capable of responding to change and that would prove to be far less accessible to potential students".

The CAUT sounded the warning to the Council of Ministers of Education last year that certain Provinces were backing away from the view that all qualified students who wished to attend university should be able to do so.

Details of the plan, which promises to radically alter the higher education system in the province, will be worked out by a three-member commission composed of Queen's University Principal Dr. Ronald Watts, Canadian Institute of Advanced Research President Dr. Fraser Mustard and Commission chairman Edmund C. Bovey, retired chairman of Norcen Energy Resources and director of several Canadian corporations.

In announcing the plan in the Ontario legislature in December, Dr. Stephenson said the time had come for the government "to exercise leadership through a short-term intervention in the planning process". Stressing "economic reality", she said that the commitments of the past were gone and that the university system would be restructured within the funding levels of today. She argued that there was a need for central planning because the universities would not or could not do this themselves.

Government officials originally stated that the commission would not be conducting hearings or receiving submissions and would rely on past studies to produce a detailed plan by the summer of 1984 but under pressure have agreed to hear briefs.



OCUFA president Bill Jones

In her announcement, the Minister offered a picture of a radically reshaped system in which Ontario's universities would have "more clearly defined, different, and distinctive roles". The number of institutions would not be reduced, she said, but "fundamental changes may be necessary to some or all



Education Minister Bette Stephenson

of the institutions". She cited a 1978 discussion paper of the Ontario Council on University Affairs which proposed one internationally recognized university for the province, with four full-service universities "offering a very broad range of high-quality programs at all degree levels", and some special pur-

pose institutions. The remaining institutions would be undergraduate arts and science schools.

Dr. Stephenson made it clear that economic considerations will dominate the commission's work with a key question being: how can the universities contribute to economic renewal? She suggested a new stress on "emerging information-based technologies". At the same time, she said that universities should not be viewed merely as "skills factories".

While the commission will consider the question of accessibility, the Minister said that the subject will be viewed "in the context of economic realities". She suggested the possibility of instituting university entrance examinations.

Dr. Stephenson pointed to what she termed as "the greatest problem facing Canadian higher education": the aging of the faculty. She noted that Ontario Premier Bill Davis has committed additional funds "to facilitate faculty renewal and adjustments".

The Minister laid ritual blame for the tight money situation on the federal

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B.C. to slash universities' budgets

by Donald C. Savage

The government of British Columbia is out to cut university budgets by 24.5 percent in real dollar terms over three years. Already the government has announced that there will be no increase for this year and a 6 percent decrease for next year. Informed sources say that this will be followed by another 6 percent decrease. These decreases are on top of the \$12 million cut from the universities in 1982-83. Assuming inflation rates of 4.5 percent for this year and 4 percent for the next two years, this will likely

produce a decline in real terms of about 24.5 percent.

The President of UBC, George Pederson, says that one of the most significant consequences of the cuts will be a substantial increase in tuition fees. (See editorial from the Vancouver Province on page 48. Dr. Pederson released figures showing that, prior to the government's budget, per student support shrivelled by 24 percent since 1972 in real terms. According to Dr. Pederson, B.C., despite its relative wealth,

ranked ninth among the ten provinces in university operating grants, sixth in the share of 18 to 24 year olds attending universities, colleges and institutes, and ninth in terms of university enrolments alone. The result will be that fewer and fewer qualified students from British Columbia will be able to attend universities.

Prof. John Andrews of UBC's Department of Adult and Higher

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CAUT Bulletin

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LETTERS LETTRES

Fight side by side with the common man

Recent issues of the "CAUT Bulletin" indicate that there is considerable concern about the threat to academic tenure which has recently arisen in British Columbia. I wish to point out that this is not altogether a new development, and that the "thin end of the wedge" was being hammered into place over six years ago.

It was 1977 when Notre Dame University (NDU) closed. After years of government indecision on converting it to a public university, the NDP government announced, one month before an election in 1975, that it would become the first campus of a fourth public university which would serve the interior of the province.

Unfortunately the NDP lost the election, and the new Social Credit Education Minister, Dr. McGeer, stated that he was not bound by another party's "election promises". A new public university would not be established, though any existing institution could take over NDU. Meanwhile the faculty had formed a union (with good reason) and, according to the B.C. Labour Code, they should have had priority for jobs at the successor institution. No other university was willing to take over under this condition. The faculty realized that human rights are not magnanimously granted by those in power, but that one has to fight to gain them and to keep them, and they refused to yield. There was deadlock, and the university closed in May 1977. There was bitter acrimony amongst the people of Nelson. An angry demonstration greeted the provincial cabinet when they visited the city a few days later. Premier Bennett was manhandled, and Dr. McGeer told the people they had a simple choice: either a university or a union.

For the sake of eastern Canadians, some background on British Columbia is desirable. Civilization does not end completely beyond Sudbury, and there are some civilized and intelligent people in western Canada. Nevertheless, many British Columbians still have the "frontier mentality". They indulge in unrealistic nostalgia for the "good old times" when they could do what they wanted where they wanted without any hindrance. If a few Indians happened to be killed or driven off their land in the process, that was just too bad. Now their only goal is to make a lot of money, as an end in itself, for that is the "standard of success". They pursue this goal ruthlessly, without any scruples about justice or humanity. Some do it by driving straight ahead on the bulldozer of "free enterprise". Those who are not in control insist on getting their share of the wealth through unions. Like Karl Marx, they view everything in terms of economics. Confrontation between adversaries is a way of life, and co-operation is regarded as weakness.

There are some exceptions to this type of personality. Opposition leader Dave Barrett is one of them, and this could be one reason why he has lost so many elections. Another reason is that he stands up for the underdog. At present, the underdogs are in the minority, and the comfortable majority is more concerned with maintaining its privileges than with justice.

Within the province, too, there is a "colonial mentality", in that the inhabitants of the Vancouver-Victoria area tend to regard the rest of the province as a wilderness and its inhabitants as incompetent "hicks". This was probably a significant factor in the NDU situation. However, preferring to live close to nature rather than spend six days of every week in a concrete box is not necessarily a sign of mental inferiority.

Proceeding now to the matter of tenure,

the latter is often claimed to be necessary to protect the rights of professors to freedom of thought and expression without fear of reprisals. However, this argument implies that anyone who does not have tenure does not enjoy the same freedom. This is hardly a creditable reflection on our society. It also implies that if one holds dissenting views, one should not express them during the probationary period before gaining tenure.

From a practical viewpoint, there is considerable similarity between tenure in a university and seniority in a unionized workplace. I suspect that, in all honesty, the majority of professors regard tenure primarily as a matter of job security, and that if they were faced with imminent layoffs, economics would prevail over ideals; they would forget their platitudes about "unions being unprofessional" and use all possible means to keep their jobs. If the government should not allow them to unionize, these means might be rather limited.

An ivory tower is not an infallible defence.

Sometimes one has to descend to the battlefield, and fight side by side with the common man. That, too, is an important part of one's education.

Norman Thyer.
Nelson, B.C.

Editor's note: Following the May 1977 closing of NDU, the university was reopened as the David Thompson University Centre specializing in the fine arts. It became nationally known for its writing programs and education courses. Early this year Provincial Education Minister Jack Heinrich announced the government's decision to close the Centre in April. He attributed the move to low enrolment and high costs. Officials at the Centre say that in fact enrolment has been increasing and costs decreasing. Meanwhile, students and faculty, with the support of prominent members of Canada's literary community, are planning strategy to protest the closing.

Monster out of control

The CAUT Bulletin is becoming a monster out of control.

I cannot see how you hope to find an effective readership response as long as you publish such long-winded — and often quite irrelevant — articles and book reviews.

The material touching our professional educational problems, although usually too long, is certainly on topic, while the short columns on bargaining, South of the Border or Don Savage's notebook are very effective.

But I fail to see why you overload — and skew — the paper by long discussions better suited elsewhere on disarmament or the Paritsch-Swartz behemoth on industrial relations in Canada.

If you want to start a pseudo-learned or party political journal, the CAUT Bulletin is not the place for it. Can't you stick (more

shortly) to the academic professional material, which is useful?

Robert H. Keyserlingk
Dept. of History
University of Ottawa

Editor's Note: The CAUT Bulletin is the official voice of the CAUT. It is also the only national publication in Canada published by and for Canadian university teachers. As such, it aims to reflect the diverse views and concerns of university professors across the country. It aims also to publish material (much of which is unsolicited) by and about Canadian academics on a full range of timely subjects of interest to the professoriate.

More letters  p. 4



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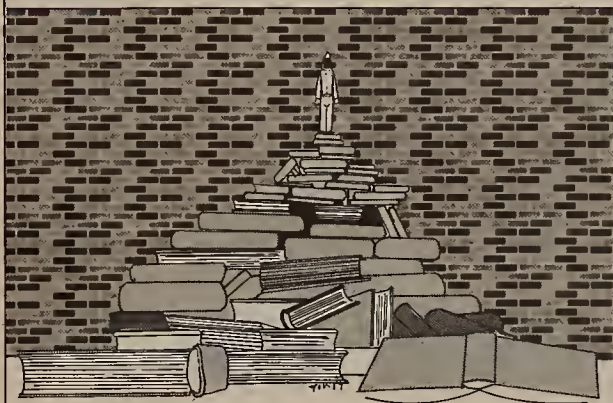
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Commentary

Prison education reform needs closer look

by Frederick J. Desroches



Tom McOndall

In his article "New policy to govern university programs in federal penitentiaries should be opposed," (CAUT Bulletin, December, 1983) Ian Morrison, Executive Director of the Canadian Association for Adult Education, presents a number of arguments critical of the Solicitor General for ending financial support for university courses taught in Federal Penitentiaries. Although I also oppose the Government's decision to cease funding post-secondary education in prison, I find that I must take issue with many of the arguments he uses to support this position.

Mr. Morrison states: "Most university students on the outside, especially older students, are well-motivated. Most inmates are very poorly motivated... Inmates almost always enrol in the program for a 'wrong' reason. They do not have the same motivation as students on the outside. It is only after they have been in the program for several months that they begin to develop a sound motivation."

As a sociologist-criminologist with work and research experience in prisons and as an instructor in the University of Waterloo correspondence program, I have long been interested in the delivery of educational programs to inmates in prison. In fact, I have visited several Penitentiaries and spoken to prison administrators, teachers, and inmates enrolled in university courses. My own findings strongly contradict Mr. Morrison's assertion that inmates are not motivated students. All inmates with whom I have spoken claim to have a strong commitment to their studies, a claim supported by the opinion of penitentiary personnel.

Penitentiary staff inform me that inmates, much like students on campuses across Canada, drop out of courses very quickly if they are not willing to work. Those who remain, however, work hard. I have also spoken to several faculty at U. of W. who have had students enrolled in their correspondence courses and they too are of the

opinion that inmates are highly motivated students. I question whether or not there is any empirical foundation for Mr. Morrison's assertion.

I am also at a loss to understand what he means by a "wrong" vs. a "sound" motivation for enrolling in a university course. Reasons given to me by inmates included general or specific interest, a desire to better themselves, to help them find a job upon release, or simply as a challenge. Several even admitted they thought it might help their parole application although they saw this as a minor factor influencing the National Parole Board. Which of these reasons are "wrong" reasons and which are "sound"? What is so different with their motivation

and the motivation of students on the outside?

Mr. Morrison further states that he opposes the government's decision to discontinue funding because inmates will have to carry the costs. He does not oppose this because inmates or their families will be under financial hardships or because this will effectively prevent poor inmates (which includes most of them) from taking university courses, rather he opposes the decision because he fears it will give inmate-students the power to select the courses that interest them! He states:

If the university program were to be paid for in any significant way by the student-inmates, they would acquire undue influence over the selection of courses and instructors, with the result that courses and instructors would tend to be selected on trivial grounds quite unrelated to their value from the point of view of rehabilitation.

Trivial grounds? Mr. Morrison tells us that

we cannot trust inmates to choose their own courses. If they pay their own way why should they not be able to choose the courses or instructors that stimulate them like other university students in Canada? His paternalism offends me as it would most inmates.

Mr. Morrison appears to suggest that the only valid grounds for inmates taking university courses are rehabilitative (or what inmates cynically refer to as re-habilitation). How does one judge the rehabilitative value of a university course? He earlier states that several universities in Canada have developed a program for inmates that "consist of studies in the humanities and social sciences and (which) has a unique rehabilitative design." Does this mean for example that sociology is more rehabilitative than engineering? What would he tell the second year engineering student I recently interviewed who is serving six years for manslaughter? Should he not be allowed to continue his studies in engineering which he is now doing at his own expense in the U. of W. correspondence program?

I would argue that studying university courses is rehabilitative to the extent that it prepares an inmate for legitimate employment on the outside, and/or increases his self-respect and confidence, helps him develop self-discipline and work skills, diminishes contact with other criminals in prison, or gives him insight into how to deal with his own problems. Perhaps the social sciences are best equipped to do the latter but all university courses can accomplish the other goals and are thus rehabilitative. Inmates in prison should be as free as students in all Canadian universities to choose the courses or instructors that interest them regardless of whether they or the government pays. No course should be forced upon them because someone decided it has rehabilitative merit.

I would also like to take issue with the potshots Mr. Morrison takes at distance education and correspondence courses. In his defence of established university programs in which (I assume he means) professors enter the prison and conduct courses within the institution, he makes several comments that belittle alternative post-secondary programs. He states:

The special university programs that have been developed in Canada in several prisons should be continued. They should not be weakened by off-the-shelf courses or by distance education or correspondence courses.

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of Toronto

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LETTERS LETTRES

Sausage machine

In Alberta there is a growing concern with the quality of education which in the long run may have some important consequences. It was stimulated by Premier Lougheed stressing a back to basics approach. According to the editorial commentary of the *Edmonton Journal* (4th Jan.), "There is something inherently unfair in depriving students of the right to a challenging curriculum. Why waste precious time and public money to turn out students whose competency in reading, writing and arithmetic is often marginal?"

The high number of first-year students failing writing competency at the university level shows the evident weakness of secondary education. Undergraduate studies suffer much from the lack of knowledge and motivation among students. Universities are too expensive just to function as temporary shelters for unemployed young people. When quality of education is sacrificed for the sake of expediency, the public good becomes endangered. Gifted students suffer and higher education is vulnerable to mediocrity.

The educational system treated as "a sausage machine that mindlessly processes graduates who can't read, write or do basic math" (D. Hume in *Edmonton Journal* of Jan. 3rd) is not only useless but also harmful. Too much preoccupation with keeping students happy and shaping learning requirements in order to please them misses the basic purpose of the educational process. Mastery may be achieved only through painful but rewarding effort. When taking into consideration the fact that nine-tenths of university costs are covered by society and not by students as "clients", there is a good reason to condemn any cheap popularity contest among the teachers. The evaluation of teachers by students makes good sense but it never should function as the main criterion of academic performance.

One of the basic problems is how to secure a progressing *maturational* of students. Knowledge and experience should accumulate gradually and this will not happen as long as the choice of courses by students remains chaotic. There is an urgent need to strengthen consultation and tutorial services, as well as improve the discipline of studies. Too much liberalism in this respect leads to mediocrity in university studies and in the long run is very harmful to students.

Alexander J. Matejko
Department of Sociology
University of Alberta

Tax man bites

As an involved individual I should like to add to the remarks made in the article "Tax man bites many professors" (*CAUT Bulletin*, December, 1983).

Profit, according to the *Oxford Illustrated Dictionary* 1978, has many other meanings besides the business-financial one emphasized, rather parochially, by Revenue Canada. It can signify an "advantage" or a "benefit". Certainly, as the *CAUT* article indicates, promotion-possibilities fit these last two interpretations — and as well questions of raises and tenure. But probably the most important consideration lies in the securing of the position itself. It is the writer's firm conviction that the jobs he has held would not have been available unless he had authored books and articles.

To then claim, as does Revenue Canada, that such work is nothing but a "hobby" flies in the face of reality, shows an abysmal lack of understanding of the situation, and can only be described as underwhelming. It is of interest to note that the *Oxford* defines hobby as "something that is not one's main

business"! Needless to say one pays income tax on the salary associated with the occupation one has obtained, and by and large the better the position the higher the salary, and the higher the salary the more the income tax, and the more the income tax — for many reasons one cannot be too obvious!

A related point concerns the government's attitude toward the arts — as shown by the paucity and inadequacy of its subsidies. Such a situation breathes life into the concept of "Patron of the Arts". Far from being dead this unfortunate idea is alive and well (though now in different guise) and residing in Canada — especially true if one's mate is a musician (classical). The new tightening (choking) of interpretation by Revenue Canada accelerates this trend.

What is happening borders on, if not outrightly reflects, anti-intellectualism. In either case the current posture of Ottawa does not bode well for the future of the arts, of any kind, in Canada.

F. Marcuse
Dept. of Psychology
University of Manitoba

Sexual harassment

Some months ago I was charged by the President of the University of Calgary to investigate an "Alleged Case of Unprofessional Conduct" with a small committee. We had to hear and collate the allegations against the conduct of a faculty member and convey these to the President. Most of our work did not involve judging this evidence, but only collecting complaints.

My comments here arise from my contemplation of all the circumstances which could affect an individual's presentation to such a committee, or perhaps inhibit him or her from making a presentation at all. These reflections are largely theoretical. It would be a mistake to try to identify any individuals of the actual case in my remarks; any resemblances to any specific person among them is unknown to me and would be coincidental. In particular, the comments do not relate to the alleged behaviour of the individual of the "Alleged case".

We are, all the time, involved in interfacing with one another both among the same sex and the opposite sex. To exchange information only, and to do so in a strictly literal style, would be very dull. We do much more — including challenging each other — frequently — and this interface includes humour and barbed comments which are not necessarily malicious. Good manners and good taste are not necessarily exceeded by references to sex, but efforts to define good taste in this context are bound to lead to stupidity. You cannot legislate good taste.

Challenge between people, and particularly between men and women, is part of human life — perhaps an *essential* part. A challenge by a man to a woman (or conversely) may be met with a rebuff. But the purpose of the rebuff may be to stimulate further advances. As I have sometimes facetiously put it "Stop it — I like it!". Judging (or misjudging) where it is wise to stop (or unacceptable to fail to stop) cannot be defined. Again good sense and taste should lead (where necessary) to a retreat and good-natured apology, which (with luck) should be met with good natured acceptance.

In the above cases, legislation is stupid and offensive. Nevertheless there are, unfortunately, cases where these situations are grossly exceeded and something has to be done about it. Some legislation is needed. But the highly personal nature of the offences and the legitimately differing attitudes of individuals to these matters, lead to difficulties.

Place to park warm bodies

Your leading article in the *CAUT* December issue on Accessibility and, Louis Hamill's letter to the Editor entitled "Threat from within" has touched a sensitive nerve in my body which impells me to make several comments.

The article on Accessibility is making a case for more money and more space and is doing it in a way which is bordering on hysteria and dishonesty. As is well known for many years as student enrollment dropped the standards were dropped accordingly, and foreign students were imported to fill the vacancies. To add to the dilemma governments decided on a ridiculous way of financing higher education with a formula of so many dollars per student in a certain discipline, taking no account of the quality of student, his capabilities, or area of interest. In such a situation what professor in his right mind was going to fail a student and loose a \$7,000 a year grant — more for a graduate student.

The net result has been a consistent deterioration of the standards and endless watering-down of courses to assure a 90 percent pass rate. Where this has failed new programs were introduced under a variety of names or finally the student was invited to "design your own course".

An interesting question is this: if the student body is declining by 20 percent due to a decline in the birthrate, etc., if elementary and high schools have closed down for lack of students; where are all the students coming from to fill up our Universities?

The sad truth is that many of our schools have become make work projects as part of the unemployment insurance commission and welfare state. As one of my colleagues put it "it is a place to park warm bodies until the government can find out what to do with these people".

The article repeats ad nauseam the "equality of access", "there is no room or space"; and cynically, and hysterically asks "How can parents ensure that universities will have room for their children in the years to come?" Naturally the answer is to lobby for increased funding.

The fact is that a university is not a hotel or winter resort but a place for serious, intensive scholarly work, meeting international standards. There is no reason why everyone no matter how "enthusiastic" or "wants to go" should be allowed to enter university.

If our professors and administrators were as concerned as they claim to be for our students and actually took the trouble to talk to them they would find out that a tragedy of gigantic proportion is engulfing our young people.

Thousands are turning to our universities and colleges for refuge. These young people are casualties of an economic system that has nothing to offer but unemployment.

The statement that "the benefits of a university education to an individual... are undeniable is pure nonsense. The facts unfortunately are these:

- The large influx of students is due to the fact that there are no jobs available.
- The majority of students in this category have very little interest in serious academic work.

- In most cases these students are in programs which offer very little prospect for a job after graduation. Our academics have carefully hidden the facts from many of our students that jobs do not exist in many areas. In fact, in a report by the Ontario Manpower Commission it is noted in the next five years two out of every three students graduating

from Ontario universities won't be able to find jobs that really require a university education.

- Far from helping many students we are torturing them with problems and ideas they have no interest in and are beyond their academically.

The whole approach to the problem is crazy. The money which should be used to create industry and jobs is being spent in keeping students in schools. These will graduate in three years, again be unemployed and then move on to graduate school.

Mention is made of various schools raising their admission requirements. Considering the shamefully low standards in many of our institutions, it is high time that a return be made to reasonable standards. However, I personally do not believe these figures. From my own painful experience I have discovered that people in high places will resort to half truths or outright lies to scare the public or the politicians to get more money.

Unless evidence is presented and independently verified there is no reason to believe that students with 70 or 80 percent are denied admission. This propaganda works wonders. After all who is going to dare question statistics issued by senior university spokesmen.

That the university community has effectively stamped out any self analysis or debate as Hamill describes is very true.

An honest look at our universities is long overdue. Professors must get involved in every aspect of the educational process. Some pertinent questions are:

- How many Deans, Assistant Deans, Department Chairmen and Administrators do we need? Those of us who have been in teaching for over 20 years are astounded by the bureaucracy at the top and the magnificent salaries that go with these positions.

- Does every university in Canada need a graduate program in almost every area? Are there really that many first class graduate students around? Why can't universities that are within walking distance apart or less than 40 minutes driving distance cooperate in sharing resources?

- Why are many universities flooded with mickey-mouse courses? It is embarrassing to list these courses but does Recreation and Leisure Studies belong in a university when supposedly we are short of space? Could it not be given in some junior college as some evening option?

- We must analyze the changing trends in society and prepare long term plans in education and research.

It is hard to believe that our academics and administrators are genuinely concerned with the welfare of our students or community. However, if in fact they are why not prove it. If this is a temporary crisis situation how many are prepared to teach extra course next semester? How many administrators are prepared to teach a course or freeze all salaries at say \$60,000 per year, so that the funds saved can be used to overcome this crisis?

Yes the academic community can insure parents that there will be room for their children if we are prepared to increase our efficiency, cooperate with other institutions, curb our unsatiable appetites and work a little harder.

Carl Goldman
Department of Civil Engineering
Concordia University

APRIL ISSUE
Ads deadline: Feb. 20

LETTERS LETTRES

We are confronted with the problem of what actions can be ruled as culpable and then what should be the penalty. Furthermore, proof of action is very difficult when the offences, by their very nature, can seldom have witnesses, except by "spying" devices.

While the above problem must probably be considered from the legal point of view, I have concluded that the most important thing to do at this time is to educate people — particularly women — in effective ways and means of halting the progress of offensive overtures. I do not have formulated remedies to put forward, but these would be firstly primarily verbal, and then physical.

There is another aspect of this whole problem which introduces another dimension. It appears to be established that, in the same way as some people are drug addicts, or alcoholics, some people are "sexoholics." These people are clearly sick — and perhaps dangerously sick — but we appear to have no means of "committing" them for any form of treatment until they commit a criminal act that can be proven in law.

This dilemma is generally applicable, and does not relate to any particular profession. But I believe that the University presents a special and highly sensitive arena in which conduct of this type has to be viewed in a particularly critical way.

As a professor, I believe that my most onerous duty, and the one which is the most influential, is the assigning of grades. A grade given by me stays with a student for the rest of his/her life. Errors (which inevitably, but, we trust rarely happen) are bad enough, but if grades are given which are affected by any factors other than performance in a course — that represents an action on the part of the professor which is criminal, and rightly blackens the reputation of a university.

Rejection of a professor's sexual advances by a student could readily be a factor — sexual favours could be an ingredient of blackmail, as could knowledge of this type of activity. Although there are many other factors which could be used as blackmail, I believe this one deserves special attention particularly because the professor is seen as a figure of authority, and this type of activity represents gross mis-use of this (perceived) authority.

While all of the above is stated in relation to heterosexual advances, clearly the same thing would be true for homosexual activity. Furthermore, although one tends to think firstly of a male advance to a female, clearly the converse is an equally valid concern.

I suggest that what is called for here is a code of professional ethics. A number of professions represented within the university family have such codes to which they are required to subscribe, the most obvious being Medicine and Law. Surely there could be such a code governing university faculty as a whole, primarily relating to their dealings with students. Some faculty may complain about having to subscribe to a code of behaviour which was more restrictive than for a member of the general public, but the answer to that would surely be — "If you don't like it — find some other form of employment!"

The above may not contribute very much to the solution of a social problem, but it does (I hope) point to some aspects of the problem, and show that any solution will require a great deal of work.

We cannot legislate good taste or good sense — but we can teach it, and (with luck) give an example. And surely the University should be doing both.

C.E. Challice
Dept. of Physics
The University of Calgary

Editor's note: In fact the CAUT has formulated a code of professional ethics in this sensitive area. It is in the form of an appendix to the CAUT guidelines on professional ethics relating to sexual harassment. The appendix was approved by the CAUT Council in 1982 and copies are available at the CAUT office in Ottawa.

Make needs known

Re: "Subtle Arrangement of Power" (October 1983 issue).

Helen Hoy's penetrating comment on our society's odd response to children at public events overlooks the structural factor. The provision of daycare facilities at Learned Societies meetings has generally been inadequate and expensive. Despite a serious attempt to provide such services at Vancouver, a number of parents found themselves unable to make suitable arrangements.

It seems to me unacceptable that the needs of academic couples and single parents are not yet fully legitimate in the scholarly community. (I should note that some U.S. associations provide daycare free of charge.)

In Vancouver, my wife and I made our arrangements on the assumption that the promised services would meet our needs, only to find ourselves seriously inconvenienced when our son turned out to be ineligible for the play centre.

There is every reason, however, to be optimistic about the services planned for the Guelph meetings and I hope that parents planning to attend with their children will not be deterred by past experiences and will make their needs known to the organizers.

Fred Fletcher
President
Canadian Communication Association

Argument yields an absurdity

It is encouraging that the *Bulletin* has published two commentaries on foreign student issues since our own article appeared in the October 1982 issue. We did after all conclude the article by calling on faculty to become involved in the discussion which up to then had been restricted largely to administrators in universities, governments and agencies.

Both Dr. Flint and Dr. Webster raise some pertinent academic questions. However, Prof. Webster ("Right Mix, fair mix, or natural mix," Dec. 1983) doesn't seem to know much about CBIE, which he calls "The Canadian Bureau 'against' International Education" and which he claims "harasses" foreign students.

The Canadian Bureau for International Education, which has been operating since 1966, is a non-governmental organization whose International Student Affairs section has long been concerned with the welfare of international students in Canada. Through its members, the Canadian universities and colleges, and through close contact with federal and provincial governments, the Bureau monitors policies affecting foreign students and promotes their well-being. We conduct research on Canadian foreign student issues and act as a centre for information on these issues emanating from other countries. More direct services include lobbying governments and institutions when appropriate — last year we joined with Iranian students in convincing the Canadian government to establish a special program which allows those risking persecution if they return to stay in Canada.

CBIE also provides a reception service for foreign students every August and September

at Canada's main international airports, an Emergency Fund for Third World students, and information and training resources for foreign student advisers.

The *Right Mix*, a report published in 1981, was commissioned by CBIE to develop recommendations that might replace "the present hodge-podge of policies regarding foreign students" that serves neither "the interests of the students themselves, their host institutions, the various governments, nor, in the end, education." The Commission was comprised of representatives of the Association of Atlantic Universities, the Association of Canadian Community Colleges (ACCC), the Association of Universities and Colleges of Canada (AUCC), CBIE, the Council of Ontario Universities, le Conseil des recteurs et principaux du Québec, and the Council of Western Canadian University Presidents. A total of 35 major recommendations on a wide variety of subjects were made, of which Dr. Webster has examined a few and in many cases extrapolated their "implications" far beyond the original intent of the document.

For example, while we agree with many of Dr. Webster's comments on centres of excellence or area studies, the destruction of such centres was never an intent of the "right mix" recommendation regarding geographical quotas. We would also remind

him of two things. First, that the majority of foreign students are working in fields other than area studies; and second, that his argument, when pushed to the limit, also yields an absurdity. If all foreign students were clustered in a few universities, encouraged to "develop their national characteristics", and discouraged from "assimilating", they wouldn't have much real personal contact with Canadians at all.

We also agree with Dr. Webster that universities should educate informed critics, but we do not feel that our recognition of the fact that the education of foreign students is a means of fostering good relations with other countries implies that we hope foreign students who study here will turn into pro-Canada yes-men. Friendship and criticism are not mutually exclusive.

A final word on the whole "right mix"

concept that Dr. Webster finds so distasteful. Clearly established institutional and regional quotas (enrolment limits) were proposed as the only appropriate mechanism for managing foreign student enrolments (as opposed to the development of high differential fees, unfair language test score requirements, etc.). Such proposed quotas would not be established arbitrarily and the policies on

p. 6

Professorship with a Purpose

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LETTERS LETTRES

which they were based would be the result of consultation between the federal and provincial governments, appropriate non-governmental organizations, the post-secondary institutions and other interested parties. The quota system would guard against a situation where, for instance, a group of students from one particular country was, by sheer volume of applications to a certain institution, in a position to take up all or most places available to foreign students in a high demand field of studies such as computer science. The Commission felt it would be more just to make more places available to a broader "mix" of nationalities under such circumstances. Such situations may not arise at Dalhousie but they have at other institutions.

The complexity of international student issues is reflected in the broad spectrum of opinion they inspire. We look forward to further discussion in the *Bulletin* of these issues which have been too often ignored.

James R. McBride
Executive Director
Canadian Bureau for
International Education
Ottawa

Low income folks lose out

The article entitled "Accessibility" (December, 1983, *CAUT Bulletin*) and the article "University underfunding will squeeze out women and lower income students" which appeared in an earlier issue both fail to provide any moral framework for the arguments made.

The articles assume that students from middle and upper income families will continue to have access to university education, even though most of the costs of educating these elite students is born by taxpayers who on average are not as well off. The articles fail to question the continued existence of this regressive form of taxation.

Another point not raised in these articles is that many university administrators and professors make well over the median per family income for Canadians. The authors apparently assume that high income university employees will not wish to temper their wage demands in order that single mothers and other low income students might receive the grants they need to gain access to university study.

In short, the arguments on behalf of low

income students do not seem to come from any position of equality or justice. The articles urge that we lobby government for a yet bigger share of the pie. It is clear, however, that by the time elite students get their first pick at the subsidized university places and the elite university employees get their increased salaries, the single mothers, Native Canadians, and other low income folks will still be without a place at the university.

A better argument would surely be that special places be reserved and funded for low income people at the university. This would reduce the opportunities which the elite students now have for acquiring the places available. As well we might argue for a progressive tax system which would require the elite salary earners to pay their fair share of taxes, "fair share" meaning a proportion that would narrow the wide range of incomes that produces the elites and the low incomes in the first place.

Barry M. Hammond
Winnipeg, Manitoba

Grievance against grievances

As a member of the promotions committee of the Department of Economics when Professor Asimakopulos was chairman, I have a grievance against Professor Deutsch's comments on the grievances of Professors Weldon and Asimakopulos, printed on pp. 23 of the *Bulletin* of October 1983. When a member of the committee proposed a "plan of adjudication" of the charges of bad faith which had been brought against two other members, the proposal was rejected not by Professors Weldon and Asimakopulos but by the committee, five to one. Professor Deutsch may not have received a specific invitation to meet with the committee, but he knew very well that he would have every opportunity of doing so if he accepted our invitation to pursue his application for promotion in the normal way and our assurance of good faith.

Professor Deutsch's behaviour certainly created an "atmosphere of hostility"; and

➡ p. 7

Metrication raises ell

Dr. P.S. Tait, in his letter in the December issue of the *CAUT Bulletin*, demonstrates that the humanizing effects of the old imperial system of measurements are largely either imaginary or sentimental. He misquotes the saying, "Give him an inch and he'll take a mile", apparently unaware that in its original form it was "Give him an inch and he'll take an ell". The ell was a unit of measurement "variously taken to represent the distance from the elbow or from the shoulder to the wrist or to the fingertips... The English ell = 45 in.; the Scotch = 37.2; the Flemish = 27 in." (OED). Far from being a humanizing influence, it was obviously a contributory factor to international tension in Mediaeval and Renaissance Europe, and has deservedly become obsolete. There is no more humanity in retaining the inch than there would be in reviving the ell.

Patricia Monk
Department of English
Dalhousie University

Is it not remarkable that the only people who consider the very idea of "metricating" the English language are dyed-in-the-wool opponents of Canada's bringing its weights and measures into harmony with those of the greater part of this planet, and that there are, apparently, some people who will fall for this spurious argument against metrication?

It makes no sense to suggest, as does Dr. P.S. Tait (*CAUT Bulletin*, December 1983), that proverbial expressions and Shakespeare's text must be rewritten in a metric society. Theatre audiences in France and Germany enjoy and comprehend their Shakespeare very well, thank you, in spite of Shylock's "equall pound of your faire flesh" issuing most unmetrically as "une livre pesant de votre belle chair" and "ein voll Pfund eures schönen Fleisches." Furthermore, in Germany, both capitalist and communist, expressions with *Zoll* 'inch' are still "meilenweit davon entfernt" (miles removed) "ausgestorben zu sein," i.e. they are very much alive, and "scores more examples (of antiquated measures) in (current everyday and) literary usage" can be found.

J.K. Wikeley
Humanities & Social Sciences Library
University of Alberta

It is to be regretted that the sort of silliness which has marked much of the debate on metric measurement in this country has now crept into your two most recent issues. It is

equally regrettable that, all too often in the course of this debate, there seem to have been four qualifications for getting one's views on metric into print: (1) being 'agin it', (2) never having made any serious use of it, (3) never having made any pretence of understanding it or its history, and (4) never having shown the slightest interest in either using it or understanding it. In consequence we read statements, made in all seriousness, such as: "it is a cumbersome system because the metre is officially 1 650 763.73 of the radiation corresponding to a defined transition of the krypton-86 atom." "It is less accurate for temperature measurement because Celsius degrees are larger than Fahrenheit degrees," and "it is used predominantly by socialist countries."

Now we are told, by respected academics, that metric should not be adopted because it is dehumanizing (Michael Skolnik, Oct., 1983), and because the old terms such as milestone don't lend themselves to substitution by metric equivalents (P.S. Tait, Dec., 1983). If the contention is valid that metric measurement is dehumanizing, then, alas, the conclusion is inescapable that most of the world's nations have already been thoroughly dehumanized, some for well over a century. It would be interesting to solicit the reactions of the French, Dutch, Germans, Italians, and so on, to this pronouncement. That of the French could, I am sure, be easily guessed: C'est à rire!

As for Dr. Tait's argument, the Europeans took this major obstacle to metrication in their stride, simply by ignoring it and retaining in their languages a number of terms that became functionally obsolete with metrication. In the German version of *The Merchant of Venice*, for example, Shylock demands as forfeit 'ein volles Pfund' of flesh, not 454 grams, or even the 500 grams which my German friends tell me is still referred to colloquially as 'ein Pfund.' It is also worthy of remark that anomalies of nomenclature have somehow failed to impede other drastic changes of this same general kind. Our ancestors didn't think it necessary to rename December when it ceased to be the tenth month of the year. And Burgundy wine wasn't rechristened Côte d'Or, or whatever, when the province of Burgundy officially vanished from the map of France after the revolution.

In short, I think this sort of thing doesn't matter a farthing, and that opponents of metrication are unwise to try to get mileage out of it.

Stewart A. Brown
Department of Chemistry
Trent University



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Sous réserve d'approbation budgétaire, l'Université anticipe que seront à combler les postes susdits dont la date d'entrée en fonction est le 1^{er} juillet 1984. Les candidatures pourront être considérées dès leur réception et selon leur ordre d'arrivée par la suite si le poste reste disponible (à moins d'indication contraire). Les candidats doivent maîtriser la langue française, tant orale qu'écrite. Toute candidature doit comporter un curriculum vitae détaillé avec le nom de trois répondants et être transmise au soin de la personne indiquée ci-dessous à l'adresse suivante:

Centre universitaire de Moncton
Université de Moncton
Moncton, Nouveau-Brunswick
E1A 3E9

Lors de son engagement, le professeur à plein temps se voit attribuer un rang professoral et un traitement annuel selon ses qualifications et son expérience tel que définis dans la convention collective.

(Conformément aux exigences relatives à l'immigration au Canada, ces postes sont offerts aux citoyens canadiens et aux résidents permanents seulement).

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Communiquer avec: Monsieur René Didier, doyen
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Communiquer avec: Monsieur M. Sadek Eid, directeur
Département de génie
Faculté des sciences et de génie

LETTERS LETTRES

if he had been invited to pursue the allegation that he had reason to expect the committee to act in bad faith, the normal process would have become impossible. It seemed to me worth trying to persuade Professor Deutsch to rely on our assurance of good faith and on the merits of his application, as well as on his subsequent rights of appeal; but as a member of the committee I could not do so without authorization, and I remember advising Dean Vogel that only intervention on his part could break the deadlock. Fortunately, being on sabbatical leave, I was not a member of the departmental committee which later had to consider Professor Deutsch's application. I should have had difficulty in knowing to what extent the unjustified charges he had brought against the previous committee ought to be weighed against him in considering the merits, or demerits, of his application.

H.R.C. Wright
Department of Economics
McGill University

Prof. Deutsch replies

Professor Wright's letter is helpful in confirming that I was not given any invitation to meet with the Promotion and Tenure Committee of the McGill Department of Economics early in 1978, whereas the Report by CAUT, reprinted in the October 1983 *Bulletin* claims that I refused. Professor Wright also volunteers to witness the existence of a "plan of adjudication," completely omitted from the CAUT Report. Unfortunately, he then proceeds to weaken his credibility by asserting that I have accused some person or persons of "bad faith." Maybe I should have, but I did not. The right to challenge persons for cause was then, and is now, asserted in the McGill tenure regulations (5.12) and has also been upheld by CAUT. To deny that right and then to ac-

cuse the colleague concerned of "creating hostility" by "unjustified charges," which could, of course, have only been adjudicated by the challenge refused, seems strange, particularly if having attempted to exercise his rights is then "to be weighed against him" in considering the merits of his promotion. I find such mentality hard to understand.

I stand by every word I wrote in the October 1983 issue of the *Bulletin*.

RMC bilingual

It was with interest that I read the article "Parlez-vous Français? Your Students Will" by Rosalind Riseborough in the December issue of the *CAUT Bulletin* concerning the Conference on Bilingualism and the Universities held at Glendon College this Fall. I am, however, somewhat surprised that one of CAUT's professional officers would accept without question the statement made at the Conference and repeat in her article that "At the university level there are three bilingual universities in Ontario;..." when, in fact, there is a fourth. The Royal Military College of Canada, the "University with a Difference", although of limited enrolment, is a completely bilingual institution (as is its sister university in Quebec, Collège militaire royal de Saint-Jean). Engineering programmes in all the traditional disciplines have been offered in both languages since 1975; the opportunity to follow courses in both Arts and Science in both languages is more limited but does exist as does the opportunity to study in a university environment where the language of operation of the university changes regularly from English to French and back again.

F.J. Norman
Brigadier-General
Commandant
Royal Military College of Canada



YORK UNIVERSITY invites nominations and applications for the position of President

The appointee must have demonstrated the capacity for outstanding educational leadership, a dedication to excellence in teaching and research, and the management ability necessary to guide a major Canadian university through a period of rapid change and development. The appointee should also be a Canadian citizen, and will be expected to take office on or about September 1, 1984.

Applications should be accompanied by a curriculum vitae and nominations should include a biographical outline of the person nominated. Submissions should be sent no later than February 29, 1984, to:

Presidential Search Committee
S945 Ross Building
York University
4700 Keele Street
Downsview (Toronto), Ont. M3J 1P3

CAUT fails to respond to views of local associations, says YUFA

This letter is written on behalf of the York University Faculty Association's Executive Committee.

We are deeply distressed by the editorial treatment in the October *CAUT Bulletin* of the letter written on our behalf concerning CAUT's co-sponsorship of the April Edmonton Conference, "The University and the Business Community." The readership was provided no basis whatsoever for comprehending the purpose nor even the meaning of our letter.

Minimal essential information was eliminated, such as the date and the addressee of the letter. Moreover, placing the letter in the "letter to the editors" section, without any editorial explanation for so doing, completely obscured and trivialized the issues we were addressing.

As you well know, the letter was addressed to Professor Ken McGovern, the then President of CAUT. You also know, as your readers do not, that it was sent February 1983, prior to the Edmonton Conference and immediately after the proposed agenda of the conference had been released. You know that our request for its inclusion in the *Bulletin* was sent in late April, prior to the deadline for the June *Bulletin*. Although flexibility might have been exercised, it was excluded from the June *Bulletin* because that issue traditionally provides only limited coverage of the CAUT Annual Conference in May and last minute advertisements.

After an exchange of letters between Janice Newson, the YUFA chairperson and Ed Anderson, the new Vice-President (Internal) of CAUT, we were informed that our letter would appear in the September *Bulletin*. As you know the letter did not appear then either, apparently because of a "misunderstanding."

As *Bulletin* Editor, you may not have been made aware of several discussions that took place between ourselves and CAUT representatives regarding our request to the *Bulletin*. In explaining our wish to reproduce the letter we repeatedly pointed out that our concern about the conference had been twofold. On the one hand, we clearly believed the decision to co-sponsor the conference was strategically unwise, given the form and content of the agenda. On the other hand, our letter raised explicitly and implicitly the issue of how important strategic decisions are made within the CAUT and how views of local faculty associations enter or fail to enter effectively into the decision-making process. This second aspect of our concern remained relevant even after the conference itself took place.

In this latter regard, our original letter was in reaction to the detailed agenda of the conference. Prior to January 1983, knowledge of the content and purpose of the conference was vague and sketchy. Not only is this our view, but also the view of some Board members and CAUT officers with whom Professor Newson subsequently discussed the matter. Somewhere between the decision of the Board in June 1982 to support in principle the co-sponsorship of a conference and the announcement of its detailed agenda in later December '82 and January '83, the conference assumed a specific form.

In response to our original letter, Professor McGovern wrote to us in March explaining why he would not recommend withdrawal of the CAUT's co-sponsorship. Professor McGovern later declined to have this response appear in the *Bulletin* alongside our letter as we requested. At the same time, we were asked whether we wanted to put something other than our letter in the *Bulletin*, given the fact that Professor McGovern had declined to include his response and given the fact that events had overtaken us.

Our response again was to ask that our letter appear. Obviously we did not intend to raise again the wisdom or lack of wisdom of holding a conference that took place last April. In fact, we deliberately refrained at the May Council from forcing to the surface a detailed evaluation of the conference, as we could easily have done. We were content to accept assurances that no similar conferences were being planned for the immediate future and that greater opportunity for shaping the content of conferences would exist if and when they take place.

We did this in good faith, not expecting that the editorial handling of the original letter would result in such distortion of its meaning nor that the CAUT would fail to assume responsibility for explaining why the letter appeared in the *Bulletin* when and where it did. In the light of all that took place between the writing of the letter and its appearance in the *Bulletin*, providing necessary contextual information to your readership was surely an aspect of editorial responsibility.

We are now even more alarmed about the second aspect of our original concern, namely, how the central structures of CAUT respond or fail to respond to the views of local member associations. The treatment of our letter in the *Bulletin* shows a profound and serious disregard for the rights of member associations to make known their views. Our outrage is matched only by our disappointment that, having acted responsibly in pursuing our disagreement through appropriate channels, the exercise of our right to dissent has not been matched with reciprocal responsibility and respect.

We are not at all certain of where the responsibility lies for what has happened. It may not necessarily rest entirely or even partially on the person of the Editor. Among other things, the incident raises fundamental questions about the purpose of the CAUT *Bulletin*.

Since our letter was placed in the "letters to the editor" section and to avoid any further misunderstanding, this letter is intended to be a letter to the Editor of the *Bulletin* and is dated November 21, 1983.

Janice Newson, Chairperson
On behalf of
The Executive Committee
York University Faculty Association

Response from CAUT President Sarah Shorten: Professor Newson's letter raises a number of issues, of which a major one is that of the decision-making process by

AID TO THE ARTS OF NICARAGUA



Dear Friends:

As the result of an appeal from Ms. Rosario Murillo, Secretary General of the Sandinista Association of Cultural Workers (ASTC), art students and faculty of York University chartered an AID TO THE ARTS OF NICARAGUA committee aimed at raising funds to purchase art materials bere for distribution by the ASTC to the different Cultural Unions of Nicaragua, representing visual art, photography, writing, theatre, music, dance and the circus.

It is not just that there is a shortage. It is that art students and artists of Nicaragua do not have even rudimentary supplies such as crayons and paper, brushes and paint. Nicaragua is a small, poor country whose resources are barely able to meet the most desperate human needs.

In less than a decade, natural calamities and a costly war of liberation have claimed over 75,000 lives with material losses of over four billion dollars. Even now the toll of human suffering continues as terrorists and mercenaries attack Nicaragua from sanctuaries across its borders killing civilians, and destroying crops and stores of gasoline, food and medicine.

Despite all adversity, Nicaragua looks to the future with pride and hope and has placed the arts among its highest national priorities.

Two small shipments of art supplies have already been sent to Nicaragua where they were graciously received. The York University Faculty Association has made the inaugural contribution to the current drive and so far, \$1500 has been received toward a goal of \$5000.

As an expression of sharing and solidarity with our Nicaraguan counterparts, won't you please make a contribution yourself or on behalf of your organization or institution of \$15 to \$500. I know that together, acting with imagination, spontaneity and good will we can make an important contribution to the cultural life and hope of the new, Free Nicaragua as it struggles for peace and sovereignty.

Sincerely,
Dr. George Manupelli, Co-ordinator
AID TO THE ARTS OF NICARAGUA

* contributors of \$25 will receive a 30x40 inch, hand silk-screened print picturing with quotes, Augusto Cesar Sandino and Carlos Fonseca.

* * contributors of \$100 will receive a limited edition (25) color etching by the noted Latin American artist, Eugenio Tellez. Value: \$250. The edition is being printed in Paris; allow four weeks.

Enclosed is my contribution in the amount of \$.....

Name Address
..... Telephone

Please make cheque or money order payable and mail to:
AID TO THE ARTS OF NICARAGUA, c/o Professor George
Manupelli, Department of Visual Arts, York University, 4700
Keele Street, Downsview, Ontario, CANADA M3J 1P3.
Telephone (416) 667-3241.

El Salvador book campaign surpasses goal

Twenty-three tons (20,900 kg.) of books and journals filling an entire shipping container and valued at more than \$500,000 have been sent to the University of El Salvador through the efforts of several Canadian non-governmental organizations and the contributions of many individuals and groups. The campaign was administered by representatives of the International Development Office (IDO) of the Association of Universities and Colleges of Canada (AUCC), the Canadian Association of University Teachers (CAUT), Canadian Association of Latin American and Caribbean Studies (CALACS), the Canadian Organization for Development through Education (CODE), CUSO, World University Service of Canada (WUSC), and the Canadian Bureau for International Education (CBIE).

A total of \$12,791.67 was raised in addition to the books that were donated. This is being used to cover shipping costs and any balance will go to the reconstruction fund of the University of El Salvador. The Canadian International Development Agency (CIDA)

contributed \$5,000 through the Canadian Council for International Cooperation Reconstruction and Rehabilitation program committee. A total of \$2,000 was contributed by CODE and the balance was contributed by individuals and associations on various university campuses.

The organizers were particularly pleased by the efforts of Prof. John M. Kirk at Dalhousie University whose help resulted in contributions of over \$2,000 and 66 boxes of books, and of Prof. John Robinson at the University of Western Ontario, who encouraged colleagues to donate close to \$45,000 worth of scientific journals in return for receipts for charitable donations in kind.

The University of El Salvador, established 142 years ago, was invaded by the Salvadorian military in 1980. Damage to its buildings and equipment resulted in classes being held in a variety of lent facilities until the campus recently re-opened. The El Salvador Book Campaign was organized in response to the University's appeal for international assistance to rebuild its libraries.



Dalhousie students hold a packing party to prepare books for shipment to the University of El Salvador.

YUFA — Shorten...p. 7

which conferences are agreed upon and planned by the CAUT. This issue has been discussed extensively by the Board, which at its latest meeting agreed that all proposed conferences should have objectives clearly delineated and plans drawn up for consultation and debate prior to agreement to proceed. Another important question is that of appropriate choice of topics and agendas. I believe that this is something on which broad debate is indeed appropriate.

Professor Newson also raises specific matters regarding the publication of her earlier letter in the October *Bulletin*. As she indicates, Professor Anderson discussed with her in June the decision of the publications committee not to publish Professor McGovern's original response to her letter, which was addressed to him, as President, last March. He then wrote her a letter reiterating the publication committee's wish that the YUFA executive have a chance to modify their letter in any way they thought appropriate in light of the fact that CAUT would be publishing it as a letter to the editor, and without a response. Professor Newson confirmed in her response that YUFA wished to make no modification. The editor was, as a result, instructed to publish the letter as it appeared. In view of the YUFA executive's declining to suggest modification, it did not seem appropriate to make any editorial commentary on their letter. It was certainly not the CAUT's intent to cause confusion or to trivialize YUFA's position. The issues they raise are significant and deserve discussion.

L'Université Laurentienne et ses collèges affiliés: une nouvelle université?

par Robert Léger

Une nouvelle institution appelée Université Champlain University pourrait naître sous peu. En effet, le Comité Parrott a proposé la fusion de l'Université Laurentienne, du Collège de Hearst, de l'Algoma College de Sault-Ste-Marie et du Nipissing College à North Bay. Ce comité avait été formé par le gouvernement provincial ontarien en 1982 et placé sous la présidence de Harry Parrott, l'ancien ministre des Collèges et Universités.

La nouvelle structure

Pour élaborer la nouvelle structure, le comité Parrott part des quatre principes suivants:

□ La responsabilité et l'autorité d'établir les priorités, de répartir les ressources et d'établir le budget doivent être confiées au conseil d'administration central de la nouvelle université.

□ La responsabilité de planifier l'enseignement et d'établir des normes à l'échelle du système doit être exercée centralement par le sénat de la nouvelle université.

□ Des pouvoirs appréciables doivent être confiés à chaque campus de la nouvelle université, sans perdre de vue que les priorités, la répartition des ressources, la planification de l'enseignement et l'établissement des normes d'enseignement doivent être établis centralement.

□ La nouvelle structure doit refléter et sanctionner un souci de parité dans l'éducation universitaire en français et en anglais dans le Nord-Est de l'Ontario.

Comme on le voit par le premier principe, il n'y a qu'un seul conseil d'administration central. "Le conseil doit détenir l'autorité suprême de diriger et d'assurer la bonne gestion de la nouvelle université". Deuxièmement le rôle du conseil est "d'établir les priorités, de répartir les ressources et d'établir les budgets". Sur le conseil d'administration, en plus du recteur et du vice-recteur, on remarque des représentants des corps enseignants et des étudiants, les directeurs de chaque campus, des représentants des trois collèges fédérés de Sudbury, sept personnes élus par le conseil, plus six nommés par le gouvernement.

Comme l'énonce le deuxième principe, le rôle du sénat "portera sur la planification des programmes d'enseignement et l'établissement de critères à l'échelle du système". Remarquons que "le sénat peut recommander au recteur les modalités de sélection et de nomination des membres du corps enseignant, d'évaluation du rendement et de promotion."

Sur chaque campus, des conseils de campus seront formés "qui s'occuperont des fonctions habituelles du conseil d'administration et du sénat", soit des affaires générales et des affaires relatives aux programmes d'enseignement. Les conseils de campus seront donc à une chambre et s'occuperont des affaires au jour le jour.

"Le Comité recommande que chaque conseil de campus comprenne des représentants de la collectivité, du corps enseignant, des étudiants et du personnel de soutien, en plus du recteur (de l'Université) et du directeur du collège, qui en sont membres d'office".

L'université aura un recteur qui "sera le directeur exécutif en chef de l'université, le vice-chancelier et le président du sénat. Il aura la responsabilité de "l'administration générale de l'université ainsi que du personnel enseignant, des employés et du personnel de soutien correspondant..." Chaque campus aura un directeur "qui en sera le haut responsable et qui relèvera du recteur de l'université.

Le quatrième principe énoncé plus haut sur la "parité dans l'éducation en français et en anglais" se reflète de la façon suivante. Pour le conseil d'administration de l'université, un certain nombre de membres devront avoir pour langue maternelle le français. Quant au sénat, un certain nombre de postes sont déclarés bilingues (par exemple les doyens) et neuf (9) des 22 représentants des corps enseignants devront être francophones. Un certain nombre de postes administratifs seraient aussi bilingues.

En lisant la lettre d'envoi du rapport, on est frappé par la phrase suivante:

Nous insistons sur le fait que ce rapport exprime de façon précise les opinions de la majorité, mais que les décisions prises et les recommandations faites par les membres du comité n'ont pas toutes été acceptées à l'unanimité.

Cependant, il n'y a pas de rapport minoritaire et donc aucun moyen de juger,

rapport ne mentionne pas pourquoi. Le ministère des Collèges et Universités devra donc procéder à une étude sur les fonds de démarrage qui seront nécessaires.

Le comité a demandé l'avis de l'étude de Hicks, Morley and Hamilton pour ce qui est des répercussions juridiques de la création d'un nouvel établissement en ce qui a trait aux conventions collectives qui existent entre les syndicats et les établissements actuels. Le rapport ne donne pas la teneur de cet avis et ne se préoccupe pas par la suite des conventions collectives existantes et de leur statut futur.

Réactions au rapport Parrott: l'Université Laurentienne

Dans un document envoyé au ministre Stephenson, l'Université Laurentienne lui écrit qu'elle trouve "les propositions Parrott tout à fait inacceptables. Suive l'énoncé de

traditionnelles au Conseil d'une part et aux conseils de campus d'autre part, ne conserve aucune influence sur le processus pédagogique.

Nous sommes préoccupés par le fait que les propositions Parrott n'offrent que des mesures symboliques en réponse aux besoins et aux aspirations de la communauté franc-ontarienne. Tout en nous réjouissant de l'importance que le Rapport a accordé au rôle bilingue de l'Université, nous doutons qu'un plus grand nombre de décisionnaires bilingues donne lieu en soi à une amélioration appréciable des possibilités d'éducation dans les deux langues officielles.

Nous sommes préoccupés par le fait qu'en de nombreuses occasions le Comité Parrott semble n'avoir tenu aucun compte de la portée de la législation du travail présente en vigueur et des arrangements contractuels existants aux divers établissements. Il s'ensuit que souvent les propositions ne reflètent pas les procédures établies et les privilèges reconnus, tant du corps professoral que du personnel administratif.

De plus, l'Université s'oppose au changement de nom.

L'Université faisait ensuite des recommandations visant à répondre à ses préoccupations.

Réactions au rapport Parrott: les associations de professeurs

Les quatre associations de professeurs des campus visés ont aussi fait connaître leur opposition au rapport Parrott.

Ces quatre associations de professeurs, de l'Université Laurentienne, des Collèges Algoma, Hearst et Nipissing, ont donc formé avec l'Union des associations des professeurs, des universités de l'Ontario (UAPUO) un comité de coordination. Ce comité a étudié le rapport Parrott et y a répondu. Une lettre au ministre Bette Stephenson laquelle s'ajoutait des "Spécifications pour une loi sur la nouvelle université proposée pour le Nord-Est de l'Ontario" a été envoyée au début décembre.

Par la suite, le président de l'UAPUO, le professeur Bill Jones rencontrait le premier ministre Davis et le ministre Mme Stephenson. Il présentait alors au gouvernement les propositions du comité. D'après l'UAPUO, la réaction initiale a été favorable. Le fait que l'UAPUO et les quatre associations faisaient front commun ainsi que le travail détaillé demandé par l'ébauche de la nouvelle loi auraient impressionné le premier ministre et son ministre. Le ministre Stephenson, en particulier, a assuré l'UAPUO qu'elle demanderait à ses fonctionnaires de travailler avec les associations de professeurs sur leur ébauche de la loi.

Des conférences de presse ont été organisées pour présenter la position des associations. Le comité de coordination s'est rencontré le 14 décembre pour préparer la négociation future avec le gouvernement et les bureaux de direction des institutions.

Dans sa lettre au ministre Stephenson, le président de l'Union des associations des professeurs des universités de l'Ontario (UAPUO) s'indignait au nom des quatre associations de la faillite du comité Parrott de considérer le financement de la nouvelle université. Les associations de professeurs tiennent au bicamérisme tel que pratiqué actuellement dans les universités ontariennes. En particulier elles suggèrent qu'il y ait sur chaque campus deux chambres: l'une serait le comité consultatif (pendant du Conseil



Université Laurentienne

BUREAU DES COMMUNICATIONS

et de l'importance, et des idées des dissidents du comité.

Le mandat du comité tel que défini par le ministre était:

□ de proposer une structure décisionnelle viable pour la nouvelle université et ses divers campus, notamment la composition, les pouvoirs et les fonctions de son conseil d'administration et de son sénat;

□ de proposer une structure administrative viable et préciser les pouvoirs et les fonctions du haut responsable et des cadres supérieurs de chaque campus;

□ de proposer une répartition appropriée, par la nouvelle université, de certains éléments de l'actif des établissements actuels au profit exclusif des nouveaux campus correspondants;

□ de proposer des modalités de mise en oeuvre des nouvelles structures et d'en évaluer le coût initial;

On peut dire que le comité s'est acquitté des trois premières obligations du mandat, mais non de la quatrième. En particulier, la question des coûts n'est pas abordée et la

graves préoccupations". Voici l'essentiel de quelques-unes de ces préoccupations:

Nous sommes préoccupés par le fait qu'en vertu des propositions Parrott, seule la Laurentienne, parmi les sept établissements d'enseignements supérieurs du Nord-Est ontarien, verrait son statut amoindri, tandis que seraient créés trois autres établissements habilités à conférer des grades.

Nous sommes préoccupés par le fait que le Rapport Parrott ne présente aucune indication que le Ministère s'engage à mettre des fonds supplémentaires à la disposition d'une nouvelle université régionale en vue de l'amélioration des programmes et services pédagogiques.

Nous sommes préoccupés par la faiblesse des organismes centraux de l'Université tels qu'ils sont proposés. Le pouvoir du Conseil de gérer l'enseignement universitaire dans toute la région est en grande partie illusoire: il aurait pour principale fonction de répartir chaque année le montant des subventions. Le Sénat, qui a été émasculé par le transfert d'un si grand nombre de ses responsabilités

Responses to CAUT statement on free collective bargaining

From: Mary Beth Dolin
Minister of Labour
Manitoba

I appreciate your concerns and that of your organization regarding the preservation of free collective bargaining. This is a right that is guaranteed under Manitoba law and I would like to draw your attention to the fact that despite the current climate of restraint that all governments must face, the Manitoba Government has not legislated or reduced the right of unions with which it bargains.

In fact, when faced with the need for restraint, the Government negotiated with its employees (through the Manitoba Government Employees Association) to defer the implementation date of a previously agreed upon wage increase. The money thus saved was put into the Province's Jobs Fund in order that those who were unemployed would benefit from this saving. In return for this expected income reduction, the Government guaranteed job security to the MGEA employees. This meant that for the term of the agreement, no employee would be laid off. If there was a position eliminated through reorganization, the employee would be placed on a redeployment list. This proposal which totally delayed the date of the increase, rather than reducing the amount itself, was negotiated between the parties and then ratified by the membership of the MGEA.

I am sure your organization appreciates the financial difficulties that many governments are in at the moment, with rising social costs and dropping revenue. However, we are hopeful that the country in general is coming out of this recession and that government revenues will increase as the economy picks up.

When we face difficult times, it is our belief that together the government as an employer and the union representing its employees can best work out acceptable solutions.

From: Bill O'Driscoll
Executive Director
Newfoundland Teachers Association

Thank you for forwarding the Resolution of the Board of Directors of CAUT re the threats to free Collective Bargaining.

I will place your correspondence on the agenda of our next meeting of Table Officers, which will be held in late January, 1984.

The Newfoundland Teachers' Association is also very concerned over Canadian Governments' attempt to restrict and undermine the free Collective Bargaining process. We too feel that this threat must be resisted with great vigor and in fact have been attempting to do just that over the past year and a half.

On behalf of NTA I wish you success in all your endeavours.

From: John B. Lang
Secretary-Treasurer
Confederation of Canadian Unions

On behalf of the Confederation of Canadian Unions I want to congratulate the Directors of CAUT for the stand that you have taken in criticizing legislation that undermines free collective bargaining. I also want to commend you for the efforts that you have made to publicize this position.

The Confederation of Canadian Unions shares your concern and we hope that in the future we might be able to develop ways of jointly fighting such laws in more concrete ways.

From: J.W. Mombourquette
Minister of Labour and Manpower
New Brunswick

This will acknowledge receipt of your letter of December 5, 1983 on the subject of free collective bargaining. New Brunswick has taken no steps legislatively or otherwise to impede the collective bargaining process, and I am not aware of any plans to do so at this time.

From: John L. Fryer
National President
National Union of Provincial
Government Employees

Thank you for taking the time to write to inform me of the comprehensive resolution that has been adopted by your Board of Directors on the subject of the importance for free collective bargaining in a democratic society.

With the recent Supreme Court decision in Ontario on the Inflation Restraint Act, I think that the handwriting is on the wall for an end to wage controls and the return of a fairer form of collective bargaining.

I appreciate very much your taking the time to inform me of this matter.



Wilfrid Laurier University

The Faculty of Social Work at Wilfrid Laurier University invites applications for two positions beginning 1 July 1984. Candidates should have an M.S.W. and a doctoral degree in social work; an outstanding record of research, scholarship and publication; together with teaching and professional practice experience.

The Faculty of Social Work offers a two-year Master of Social Work degree with two areas of concentration: work with Individuals, Families and Groups and in Community Development/Social Planning. A doctoral program in social work is in an advanced stage of planning.

Rank and salary commensurate with qualifications and experience. Candidates should submit a curriculum vitae and the names of three referees by 1 March 1984 to: Dr. Shankar A. Yelaja, Interim Dean, Faculty of Social Work, Wilfrid Laurier University, 75 University Avenue West, Waterloo, Ontario, N2L 3C5. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

Education essential to economy, CAUT tells Macdonald Commission



CAUT President Sarah Shorten and Executive Secretary Donald C. Savage address the Macdonald Commission.

"How we deal with our universities, their faculty and their students will, in large measure, determine Canada's position in the next century."

This was the central message the CAUT brought to the Macdonald Commission on the Economy at its hearing in Toronto December 5.

In presenting the Association's brief to the Commission, CAUT President Sarah Shorten and Executive Secretary Donald Savage stressed the need to avoid a narrow view of the achievements and opportunities of higher education. Education in general, and university education in particular, they said, has been one of the major factors in the economic growth of the country.

"The universities of Canada produce the highly qualified personnel needed for today's technological society. They perform much of Canada's research and development activity and they remain the most significant institutions dedicated to studies in the humanities, arts and basic sciences."

Dr. Shorten and Dr. Savage emphasized the role of the universities in the maintenance of a democratic society.

In its brief, the CAUT:

- Emphasized the need to preserve university autonomy and support academic freedom and tenure in order to ensure a free and creative society.
- Called on the Commission to resist demands for the restriction of access to the

universities. All qualified people who wish to go to university and who can benefit from such attendance should be able to enroll. Special programs both at the pre-university and university stages should be instituted to ensure that university education is effectively open to women, native people and the economically disadvantaged.

- Documented the funding crisis in the universities and the effects on research and accessibility. Current levels of funding are inadequate to meet national goals similar to those of our major competitors; yet both levels of government have decreased their commitments to fund higher education. One example is the crisis in British Columbia where it is expected that the government will cut university budgets 24.5 percent in real dollar terms in three years.

- Stressed that universities must continue to be centres of researcher-generated, peer-reviewed research. To this end, the two levels of government must be willing to support this activity both through direct grants and through maintaining a university infrastructure which allows research to take place. There should be more support of graduate schools and post-doctoral programs. Research ventures with business and labour should be encouraged. There should be close co-operation between the federal government and the universities in the creation of new federal research facilities.

- Pointed to the disincentives to research and scholarly activity in the current Canadian tax system.

- Recommended that the federal government play a role in funding French-language education in anglophone universities subject to certain safeguards to ensure proper funding and an effective educational experience.

The CAUT will be making a second submission to the Macdonald Commission which will deal mainly with the question of the federal/provincial funding formula.

The brief presented in December was approved by the CAUT Board in November. The second brief dealing with the question of federal/provincial financing will be reviewed by the Board in February prior to submission to the Commission.



CAUT Board condemns B.C. legislation

by Donald C. Savage

At its November meeting, the CAUT Board addressed a series of political issues facing academic staff in Canadian universities. Foremost among these was the situation in British Columbia. (See cover story.) The Board passed a series of resolutions (see box) dealing with various aspects of the situation in that province. It also endorsed a statement on free collective bargaining. The statement was sent to governments and other associations across the country and a selection of responses appears on page 8.

On other political fronts, the Board endorsed the call of the federal New Democratic Party for the federal government to establish with the provinces a "joint emergency fund" to address the current financial crisis in higher education.

Prison education

It authorized the central office to inform the Solicitor General of its continuing opposition to his proposals, including his most recent proposals, for post-secondary education for prisoners. The Solicitor-General originally announced that he was going to abolish university education programs in prisons and more recently that he would institute charges for prisoners to take such courses despite the fact that these programs have generally been among the more successful ones for the prison population.

It authorized lobbying for adequate funding for the University of Toronto Press so that it can continue to be one of the bulwarks of scholarly publishing in Canada.

It approved, with the support of the Nova Scotia Confederation of University Faculty Associations, a draft CAUT submission to the Nova Scotia Royal Commission on Postsecondary Education. It also supported a draft brief to the Macdonald Royal Commission (see story page 10) and agreed that it would discuss a second submission on federal/provincial funding formulae at its next meeting in February.

It authorized the CAUT to join the Canadian Health Coalition. It did this on the recommendation of the Economic Benefits Committee which had noted the considerable financial benefit to Canadian faculty of the continuation of the medicare system in this country. Recent lay-offs in the United States have shown that large numbers of employees can lose most or all of their medical coverage if they depend exclusively on private medical carriers.

The Board heard a report from Prof. A. Sharp of UNB about plans being developed by the Policy and Political Action Committee for a public education campaign. He hoped that concrete recommendations would be placed before the February Board.

Collective bargaining

In the area of collective bargaining the Board, on the recommendation of the Collective Bargaining Committee, adopted a number of position papers. These included an Information Paper on the Rights and Privileges of Faculty Associations and their Members, a CAUT Grievance Handling Guide, the aforementioned resolution on free collective bargaining, and various amendments to the Policy Statement on Academic Appointments and Tenure. The person chairing, Prof. Bob Kerr of Windsor, distributed a draft clause finder on dismissal procedures which will become operative after the annual meeting in May. The Board discussed co-operation with the CLC and authorized a segment of time at the annual meeting to en-

courage discussion of the priorities of the Collective Bargaining Committee for 1984/85. The Board continued its boycott of flights by Eastern Provincial Airways and received a letter of thanks from R.E. Cook, President of the Canadian Air Line Pilots Association.

New CAUT handbook

The Vice-President (Internal), Prof. Ed Anderson of the University of Manitoba reported that the association was accumulating funds to produce a new edition of the CAUT Handbook. The committees of CAUT had been asked to review the contents of the Handbook prior to republication. He also reported that CAUT was close to agreement with the University of British Columbia Press concerning the publication of the CAUT University Library.

After considerable discussion, it was agreed that the annual Council meeting would be extended to three full days (from two and a half), that the first day would be devoted to issues commencing with a statement from the President, and that other thematic topics would be announced in advance. There would be calls for written reports from the local associations on these themes.

Kept within budget

The Board reviewed the report of the Treasurer on the performance of the first quarter and heard that the Association had kept within its overall budget. It received from the Treasurer the first draft of the fee study requested by the previous Council. It also set up an Ad Hoc Committee to review the functioning of the CAUT structures since the constitutional change of 1977-78.

It heard from the Vice-President (Internal) that the Administration Committee had chosen Woods Gordon to undertake a management study of the CAUT central office.

Prof. John Thorp of the University of Ottawa, in his capacity as chief negotiator for CAUT, reported on the state of negotiations with FAPUQ on the continuation of the accord between the two organizations. Since the Board meeting, the negotiators have reached agreement on a draft proposal which must be ratified by both sides.

Daycare study

The Board reviewed the work of the Status of Women Committee and approved an approach for federal funds by the committee to study daycare facilities at Canadian universities.

The Executive Secretary reported on the rash of income tax assessments of faculty who are either scholarly writers or artists. The Board authorized lobbying on this issue and agreed to support one or two test cases on appeal.

The Board reviewed the case of Dr. D. Mandel of McGill University and agreed to publication of the investigating committee's report on this matter with other pertinent documents under the direction of the Past President, Prof. Ken McGovern of the University of Regina. The Board also agreed to publish the details of a case at Mount St. Vincent University and authorized publication of reports on the censures at the University of Calgary and Memorial University (see page 9).

It reviewed correspondence initiated by CAUT relating to the imprisonment of certain Pakistani scientists and heard that CAUT would continue to protest.

CAUT Board resolutions on British Columbia

- That the Board condemn the legislation passed and presently proposed by the government of British Columbia which attacks and threatens human rights, academic freedom and tenure, university autonomy, collective bargaining and the sanctity of contracts, and that it call for the repeal or withdrawal of such legislation.
- That the Board state publicly CAUT's determination to defend any member of CAUT in British Columbia who is dismissed or laid off as a consequence of the Public Sector Restraint Act or whose academic freedom or tenure is jeopardized.
- That the CAUT provide legal assistance to members covered by the previous motion, such legal assistance to be approved by CAUT in advance.
- That the Board authorize CAUT legal counsel, in co-operation with legal counsel of the Confederation of University Faculty Associations of British Columbia, to explore a constitutional challenge under the Charter of Rights and Freedoms, to the British Columbia legislative program as it pertains to CAUT members.
- That the CAUT recommend that the federal government amend the Established Programmes Financing Act to provide for direct grants to universities in lieu of transfer payments in those provinces which will not guarantee academic freedom and the autonomy of their universities.
- That the CAUT be prepared to act as a vehicle for voluntary contributions to the Solidarity Committee or to the strike funds of the support staff unions currently on strike at British Columbia universities.
- That the Board authorize a national day of protest against the Public Sector Restraint Act and related legislation of the British Columbia government, and that the Administration Committee co-ordinate participation of local and provincial associations, whose activities may include at local discretion teach-ins, press conferences, withdrawal of services, or other techniques to indicate the outrage of Canadian faculty over the situation in British Columbia; and that the Administration Committee have the power to set the date, and to cancel if circumstances change.
- That the Board authorize the CAUT office to seek immediately a legal opinion on the strength of tenure in British Columbia.
- That the Board of CAUT request each and every member association to place before its senate/general faculties council, as a matter of urgency, a motion such as the following: "The President or other university representative to AUCC is strongly urged to bring before the AUCC, and support, a resolution adopting as AUCC policy that, where governments enact legislation placing in the hands of chief executive officers and/or boards of governors of universities powers beyond those previously agreed between the employer and the employees concerning the matters of academic freedom, tenure, seniority, and/or financial exigency procedures, AUCC declare the exercise of such powers not to be in the interest of the Canadian university community. The Senate/General Faculties Council declares that in the event AUCC fails to adopt and act upon such a policy, the Senate/General Faculties Council undertake a review of this university's continued membership in AUCC."
- That the CAUT explore with other interested parties the filing of complaints to the ILO concerning Bill 3, Section 80 of the Universities Act of British Columbia and similar pieces of legislation.
- That the Board commend the actions taken by CAUT officers and staff in relation to the crisis in British Columbia.

CAUT statement on free collective bargaining

It is widely recognized that democracy is a fragile institution which requires continual vigilance for its preservation. It is also widely recognized that free collective bargaining is an essential element of democratic society. Events of recent years have raised doubts about the future of free collective bargaining and thus of Canadian democracy itself. Legislation introduced by Canadian governments has restricted, undermined or destroyed altogether the bargaining process. Moreover, there are ominous signs that these actions, most of which were undertaken as temporary and drastic measures, may continue indefinitely. The CAUT believes that this threat to our rights and freedoms must be resisted with great vigour by all who cherish our democratic way of life.

Énoncé de l'ACPU sur la liberté de négociier

On reconnaît partout que la démocratie est une institution fragile dont la préservation exige une constante vigilance. On reconnaît partout également que des négociations collectives libres constituent un élément essentiel de la société démocratique. Les événements intervenus depuis quelques années portent à douter de l'avenir des négociations collectives libres et, partant, de la démocratie canadienne même. La législation adoptée par les gouvernements tant fédéral que provinciaux a restreint, sapé ou détruit complètement le processus des négociations. En outre, il existe des signes inquiétants qui font penser que ces gestes, intervenus pour la plupart à titre de mesures temporaires et éphémères, vont peut-être se continuer indéfiniment. De l'avis de l'Association canadienne des professeurs d'université, tous ceux qui chérissent notre mode de vie démocratique doivent résister avec une grande vigueur à cette menace qui pèse sur nos droits et libertés.

BARGAINING TALK NÉGOCIATIONS

by Howard Snow

There is much more negotiating activity across the country than there was last year.

Among the negotiations still going on in late December were Calgary, Mount Allison and various universities in Quebec. At Calgary the parties are still negotiating an Agreement to Bargain Collectively. Negotiations have been unusually slow and difficult, even, I gather, for the University of Calgary. At Mount Allison the parties are continuing negotiations for a first collective agreement. Negotiations have been taking place for well over a year. I understand an agreement is beginning to take shape although a number of difficult items remain. At Concordia the parties are still awaiting the results of their interest arbitration for a first collective agreement. The parties utilized a provision in the Quebec Labour Code providing for arbitration of a first agreement. Negotiations at other Quebec universities continue. Due to the restraint climate and the recent government wage rollback, they appear to be proceeding very slowly. The faculty negotiations in Quebec seem similar to those of the support staff unions. There have been a series of rotating strikes by support staff at Laval and Montreal and the support staff negotiations at several other Quebec universities are no more successful.

Two of the rounds of negotiations mentioned in the December column were completed. At Athabasca the parties successfully negotiated a new position evaluation scheme for professional staff members. Previously various career decisions had been made on the basis of criteria and standards very similar to the traditional faculty standards. At Regina a new agreement was signed in the fall which included a number of changes, among which are improvements on regulating the work of the bargaining unit, a commitment to the use of full-time instead of part-time faculty, introduction of reduced appointments, changes to the patent provisions and a general 4.2 percent salary increase (5 percent for sessionals). A large number of associations are preparing for negotiations and it looks like a busy year ahead. The Ontario and Nova Scotia controls programmes have ended and there are a large number of items which must be dealt with but which were not confronted last year because of the controls.

Legislation

There are two items of particular interest on the legislative scene. In the December column, I noted an Ontario decision on Freedom of Association in the Charter of Rights. The Court interpreted it to include a right to bargain collectively and to strike. In light of a possible challenge to restraints on striking, the Alberta government has indicated it would override the provisions in the Charter of Rights. The Charter permits a legislature to declare that an act shall operate notwithstanding various provisions (one of which is Freedom of Association) in the Charter. CAUT has been opposed to this "notwithstanding" section and has lobbied for its removal. All the Charter provisions are "subject...to...reasonable limits" and if it establishes fundamental rights they ought not to be overridden by the legislatures.

In Ontario the government has proposed new legislation to follow the formal restraint period which will limit the transfer of funds to universities, hospitals and other public institutions. As part of the package the legislation would impose on arbitrators the duty to give prime consideration to "ability to pay". A similar provision has been adopted in Alberta and British Columbia. Critics properly point out that "ability to pay" really only means "does not want to pay" for policy or political reasons.

Interest arbitration upheld

About two years ago the University of Toronto Faculty Association negotiated amendments to their Special Plan agreement to provide for interest arbitration. The Governing Council refused to ratify those changes claiming they were unlawful — that Governing Council itself had to set salaries and could not "abdicate" or "delegate" the responsibility. As a result the Governing Council and Faculty Association sought a court ruling on the issue. In December the Ontario Supreme Court ruled that Governing Council could arbitrate. The Court held that agreeing to arbitration would not result in a delegation of Governing Council's power and that even if it was a delegation of power Governing Council has the statutory authority to do so under the University of Toronto Act.

Local Associations who have sought a binding dispute resolution mechanism for salaries, tenure, promotion and other matters have frequently had to face the response that for the employer to agree to such a system would be an unlawful delegation of powers. The University of Toronto decision is broad enough and University Acts are sufficiently similar that it seems clear employers can agree — the only issue is their willingness to do so.

Laurentienne — p. 9

d'administration) et l'autre serait le Conseil académique (pendant du sénat). Les quatre associations rejettent aussi le nom du Université Champlain et suggèrent que les gens du nord devraient être consultés à ce sujet.

Dans leur mémoire au ministre, les quatre associations présentaient certaines spécifications de la nouvelle loi sur les universités. Voici des extraits de ce texte:

□ Continuation de tous les engagements, statuts, règlements des institutions existantes jusqu'à ce qu'ils soient changés par la nouvelle loi.

□ En ce qui a trait à la loi des relations de travail de l'Ontario, on doit considérer les professeurs de la nouvelle université comme

étant extrêmes.

□ Dans les pouvoirs du Conseil d'administration, on aurait celui "d'engager, promouvoir et dégrader les membres du personnel enseignant" sur recommandation du recteur.

□ Les pouvoirs du nouveau sénat seraient essentiellement ceux détenus par le présent sénat de l'Université Laurentienne.

Pour les associations, il est important que le sénat de la nouvelle institution soit clairement responsable des politiques académiques et ait l'autorité pour ce faire.

Par leur mémoire, les professeurs ont voulu montrer le rôle essentiel des universitaires dans la direction des programmes de l'université.

Commentary — p. 3

By describing some university programs in disparaging terms such as "off-the-shelf courses," Mr. Morrison attempts to strengthen his argument for the retention of certain university programs over others. He furthermore suggests that other programs will somehow "weaken" the particular ones he wishes to preserve. It appears to me that alternative educational approaches function to supplement his cherished programs and would only weaken them if inmates preferred these alternative programs. Does he fear the competition?

I particularly object to Mr. Morrison's suggestion that the programs he supports are "coherent and effective" while alternative programs represent a "hodgepodge" and "pot-pourri" presumably without any real merit.

Because I am unfamiliar with and unsure of what he means by "distance education and off-the-shelf courses," I shall limit my comments to correspondence courses, particularly those offered by the University of Waterloo. The correspondence program at the U of W has been established for 17 years and offers a coherent and effective package of approximately 300 courses in six faculties. Over seven thousand students are presently enrolled in the program across Canada including approximately 50 inmates. Courses and assignments are delivered by mail and consist of reading material in addition to taped lectures. The program is the largest in North America and second in size to the British Open University.

In my discussions with inmates and administrative and educational staff in Federal Penitentiaries, I was told that the correspondence programs are particularly suitable to their needs. Because of the fact that courses are offered on a trimester system, inmates never have to wait long in order to enrol in a course. Many universities who teach within institutions, however, generally offer only full-year courses beginning each September and ending in April. This means that inmates who begin serving their time in November, for example, will have to wait 11 months before beginning their studies. Furthermore, inmates who are transferred to another institution or released from prison are forced to withdraw from the course. Inmates enrolled in correspondence courses, however, can take their materials with them and continue their studies.

A further problem with courses taught within the prison has to do with the selec-

tion of courses offered. Educational staff have told me there often develops a problem deciding what course(s) to offer at any given time because they normally have various inmate-students at different levels of progress. Should they offer a first year course for novices or a higher level one for prisoners further along in their studies? In most correspondence institutions, only two or three courses a term are offered. Correspondence programs allow inmates the option of taking additional courses and/or an alternative course more in line with their interests and years of study.

Furthermore, correspondence courses are extremely flexible and cost effective in comparison to in-house programs. An in-house course will be extraordinarily expensive if only one student enrolls but a correspondence course, because it attracts students throughout Canada, could accommodate this single student.

All inmate students informed me that they enjoy and appreciate the classroom experience and teacher-student contact provided by in-house contacts. I too, like Mr. Morrison, wish to see these programs preserved. However, I do not accept his implied argument that correspondence courses are naturally inferior to such programs. They are in my opinion and in the opinion and experience of the inmates and staff I have interviewed, an innovative and flexible means of providing post-secondary education to a population traditionally denied it.

Mr. Morrison concludes by criticizing the Government for operating with a statement of educational principles that has no guiding purpose.

His suggestion that university teachers should refuse to continue teaching courses to inmates in order to pressure the Solicitor General may not have the desired effect and should not be implemented because it will make a bad situation worse by further eroding the educational opportunities of prisoners.

To conclude, Mr. Morrison appears to have chosen a legitimate issue, concern over the Government's decision to end funding for university courses for inmates, and used it as a smokescreen to advocate diminishing the freedom of inmates even further, enforce his own values upon them under the guise of rehabilitation, attempt to end the courses they now receive, and promote his own favourite programs at the expense of other equally valid post-secondary educational enterprises. His position appears to me to undermine prison educational programs more than the Solicitor General's decision to end funding.

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U.B.C. Health Sciences Centre is a 600 bed teaching and referral hospital, whose mission is to provide exemplary health services to the residents and visitors of British Columbia.

The senior management position, which reports directly to the President, will be filled as soon as a suitable candidate can be recruited. The successful candidate will participate as a member of the Hospital Executive Group and be accountable for overall planning, development, management and control of Nursing operations, which includes acute care, extended care and psychiatric areas. A joint appointment in the U.B.C. School of Nursing is anticipated.

Candidates must possess a baccalaureate degree in Nursing supplemented by completion of a minimum of a Master's Degree in Nursing Administration or Hospital/Health Administration and have experience and proficiency in Nursing Services administration as demonstrated by at least five years in a senior administrative position in a teaching hospital. Superior communication skills required. Registration or eligibility for registration with the R.N.A.B.C. is essential.

Applicants should submit detailed résumés in confidence to:

Mr. Robert E. McDermitt
President
U.B.C. — Health Sciences Centre Hospital
2211 Wesbrook Mall
Vancouver, B.C.
V6T 2B5

The bizarre consequences of secret security files

CAUT has been concerned for many years about the activities of the RCMP Security Service on university campuses. There have been occasions when RCMP officers have reported to superiors on the political, economic and social ideas of faculty members and students with whom they came in contact. Agreement was reached by CAUT with Prime Minister Pearson in 1963, and subsequently affirmed by Prime Minister Trudeau, that there would be no general surveillance of universities by security

personnel and no interference with the freedom of discussion essential to university life. The McDonald Royal Commission on the RCMP confirmed, however, that the understanding has not always been adhered to.

RCMP officers have, for many years, been conducting routine security assessments of persons applying for sensitive (and not so sensitive) government positions. Hundreds of thousands of files have accumulated. A

large number of these assessments and files cover present and former faculty members and students. Mr. Justice McDonald recommended in his report that redundant files be destroyed and CAUT urged the Solicitor General, Robert Kaplan, that this be done. It was therefore gratifying to learn in late December, 1983 that the destruction had begun. The Solicitor General indicated on December 21 that "whole rooms and corridors and boxes are slated for destruction". It was also reassuring to know that the

destruction of the files is being monitored by the office of the Privacy and Information Commissioner.

It would be naive not to recognize, however, that many files will remain which contain inaccurate and potentially damaging information about present and former faculty members and students. The truly bizarre consequences of maintaining secret security assessments are revealed in the following articles.

Scholar finds absurdist drama in FBI files on Einstein

by E. Patrick McQuaid

Was Albert Einstein an extra-terrestrial communist? To casually skim the reams of data collected on the physicist by the American Federal Bureau of Investigation between 1932 and 1955 one might easily reach such a conclusion. Consider the evidence...

Based on "usually reliable" sources, the FBI, then under the direction of Mr. J. Edgar Hoover, investigated allegations that Dr. Einstein had invented a robot capable of reading and controlling human minds; devised some sort of a "miracle ray"; was the kingpin of an espionage ring; and "The Brain" behind, not only the Communist plan to take over Hollywood, but the Lindbergh kidnapping as well.

Although all of the accusations were later dismissed the FBI, the US Army, the Immigration and Naturalization Service, and a host of other government agencies, continued to monitor the professor's activities virtually to the day he died. Though the bulk of the FBI file is "far more mundane", according to the scholar who unearthed them, the 1,500 pages he obtained after three years of inquiry read like a Christmas number of a satirical magazine.

Mr. Richard Alan Schwartz, an assistant professor of English at Florida International University in Miami said: "I'm really tempted to write an absurdist drama."

He plans to gather additional files compiled by the army and immigration authorities. "Initially, I requested the FBI file because I was interested in why Einstein was not involved in the Manhattan project (to build the first atomic bomb) or why, as far as I know, he wasn't asked to be in it. I was specifically wondering if Einstein's socialist politics kept him off the project."

The idea to unearth the files was spawned at a 1980 seminar conducted by the National Endowment for the Humanities, which was exploring relationships between politics and science. Mr. Schwartz reported this year to a seminar conducted by Mr. Eugene Roehlin and Mr. Paul Thomas at the University of California, Berkeley.

The files may be viewed at the FBI's reading room in Washington. At Princeton University, where Dr. Einstein spent his last years, the University Press is compiling a 38-volume set of his writings and is seeking a copy of the file.

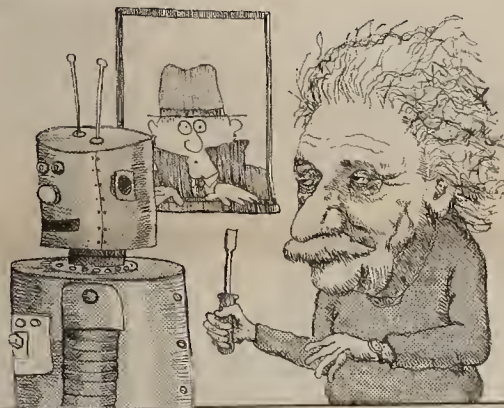
The documents were obtained by petitioning the government under the Freedom of Information Act, which President Ronald Reagan has attempted to cripple by limiting access to particular subject areas, increasing duplication costs, and granting his Attorney-

General carte-blanc in determining what can be exempted from the legislation.

Currently the Freedom of Information Act allows the government to weed through requested materials to delete references to living people, sensitive sources, continuing investigations, or matters "of national security." Mr. Schwartz estimates that between 40 and 15 per cent of the total package has been censored, including a 13-page section.

His work raises many questions about what can and cannot be held from public scrutiny.

"From the standpoint of the taxpayer, the waste of public funds chronicled in these reports is appalling," writes Professor Schwartz of the Einstein files. What he finds so disturbing as a scholar, however, is that despite the flow of evidence to the contrary, the government was determined to find Dr. Einstein "guilty of something." Dr. Einstein's support for a testimonial to the late black scholar Mr. W.E.B. Dubois, coupled with his advocacy for Mr. Willie McGee, a black man thought by many to have been framed on rape charges, is interpreted as his support for the controversial Scottsboro Eight, a gang of young blacks convicted of rape. His friendships and correspondence with left-leaning notables, such as Charlie Chaplin and Frank Lloyd Wright, are fur-



Murray Long

Man's life damaged by false secret file

by Anthony Lewis

ly managed to get was a 1955 FBI report on *The Tunes*. It identified Markel as the "Number one pro-Communist on *The New York Times* with the ability to pick reporters, foreign and Washington correspondents, news department executives and people in all key positions on the newspaper."

That statement would have been laughed away if it had been exposed to the light of day. Not only was its characterization of Markel's politics the opposite of the truth. Anyone who worked at *The Times* knew that he did not have the appointive powers ascribed to him and that other editors would have resisted any such notion.

The point is that no light of day was ever shed on this or other material in Kimball's file. Without cross-examination, the absurdities went uncorrected.

The File tells us a good deal about the quality of the information in government security files, and it is uniformly depressing. There are such gems of political analysis as an informant's comment that "applicant was permitted to drink cocktails at a very tender age" and that he has "a Utopian idealistic point of view and believes that the common man should be taken care of."

On the basis of such stuff a man's life was changed in ways he still does not know. Kimball was approached about federal appointments in 1962, was told everything was set — and then heard nothing. Was the adverse security file the reason? No one will tell.

And the whole security proceeding happened almost inadvertently. While he was in the Marines in the Second World War he was invited to take the Foreign Service examination. To his surprise he passed. In April 1946, he was told that he would be sent to Saigon as vice consul. By then he was working for *Time* magazine, and he declined. But unknown to him, the security process rolled on.

Kimball is a liberal Democrat in politics who held local office in Westport, Conn., and taught Sunday school there. How did he ever get labelled a security risk? He is cantankerous by nature, and I suppose he might have irritated some people. But the real reason appears to be that he was a journalist on *Time* and the newspaper *PM* and elsewhere when ideological wars were on, and some of the animosities remained when veterans of those wars were asked about him.

The saddest thing disclosed by this book is that journalists got involved in the dirty business of voicing anonymous doubts about individuals' loyalty. *Time's* White House

There are odd things in the life of Citizen K. He has trouble getting a passport; government appointments and awards that he was told were his do not come through. Then he finds out that, 30 years ago, he was secretly labelled a "security risk." He was not told that he was under suspicion; he was not told the charges or who made them. And when he tries to correct the record now, he meets evasion and obscurity.

A tale by Kafka? No, the true story of what happened to an American; a man who discovered that he had another life in official files, a false life that did him immeasurable damage.

Penn Kimball is his name. He has been a newspaper reporter and editor, a Marine, a Rhodes scholar, an assistant to Democratic Govs. Chester Bowles of Connecticut and Averell Harriman of New York, for the last 25 years a professor at the Columbia Graduate School of Journalism. Now he has written a gripping book about his secret trial and conviction. It is called *The File*.

I first met Kimball 30 years ago, on the staff of *The New York Times*. We both worked for one of the great editors of the age, Lester Markel, Sunday Editor of *The Times*. Markel was famously demanding as a boss, tough and brilliant. He was on terms of confidence with political leaders here and abroad.

One of the documents that Kimball recent-

SOUTH OF THE BORDER

by E. Patrick McQuaid

Fraud in the academy

During a recent search and destroy mission, I began to reorganize my files from 1983 under new, generic headings. It was as instructive an exercise as it was practical. As scraps of note-paper, news clippings, and other printed data moved from files marked "Harvard," or "Stanford," or "Princeton," and into new files marked "affirmative action," or "computers" or "finance", the singular events of 1983 came into clear focus. In the end the fattest of these folders is marked "fraud."

Samples from our '83 catalogue:
The editor of *Circulation*, early last spring, read in his morning newspaper that the journal had carried a series of studies by Dr. Wilbert S. Aronow which the cardiologist had based on fudged lab data. The news report said that the Federal Drug Administration had negotiated and signed a consent agreement with Dr. Aronow in October 1982 to the effect that, in exchange for not being officially booted out of the FDA's clinical investigations branch, he would not apply for future research grants.

Also reading that news account were administrators at the Environmental Protection Agency, who based their proposed standards for carbon monoxide levels on Dr. Aronow's angina studies. The FDA didn't bother to notify the EPA, or any other health and safety agency where their suspect had carried out sensitive research, of the matter or that they had signed a settlement. The FDA had been investigating Dr. Aronow's work since a routine audit in 1979 turned up several discrepancies in industry-sponsored drug efficacy tests. The Government determined that data had been doctored or entirely fabricated in five separate reports between 1974 and 1978.

Name synonymous with laboratory fraud

Transferred from the Harvard file is the case of Dr. John Darsee, whose name has become synonymous with laboratory fraud. Last February the Department of Health and Human Service and its research wing, the National Institutes of Health, banned the Harvard cardiologist from any NIH related work for 10 years (a record-breaker) and demanded the medical school's portion of the research funds it shared with four other institutions. In May 1981, Dr. Darsee's research associates began to question some of the electrocardiogram tapes he was submitting. They quietly watched him for five months, never alerting the NIH or other schools of their suspicions. But the four contributing universities had questions of their own on the collaborative effort and when Harvard finally confronted Dr. Darsee, NIH was already aware of the discrepancies. Harvard carried out its own investigation, which NIH called "insufficiently rigorous and not definitive" and then ordered its own probe. NIH blamed Harvard for allowing the fraud to take place and for not immediately notifying them.

At the University of North Carolina at Greensboro, a psychologist resigned after state authorities determined he had misused an \$11,000 grant from the Department of Education and the NIH began inquiries into allegations that he plagiarized parts of a student's thesis to obtain \$237,000 from that agency. In Massachusetts, a Boston University professor was sentenced in federal court, while still on the staff, for falsifying research on physical fitness studies for the Department of Defense, bilking the Army for several thousands of dollars he claimed was paid to research staff. In Chicago, a major trial got underway, the result of a five year investigation by the Department of Justice and the FDA, charging one of the nation's largest chemical and drug testing firms with what authorities called the "most massive pattern of scientific fraud in the United States, perhaps the world".

And there's more. In Maryland, a professor is jailed for accepting bribes from his students and fined \$20,952 — the amount prosecutors said he had taken. And in California, a former "Teacher of the Year" was sent for 90-days observation, pending prosecution from a scheme in which he allegedly stole \$34,500 in an insurance fraud.

Were there a special award for fraud in the academy, Paul Arthur Crafton takes the

cake. A lecturer in engineering administration at George Washington University, he assumed scores of identities to land simultaneous teaching positions up and down the East Coast in a variety of disciplines. He was arrested in March at Millersville State College, Pennsylvania, as he arrived one morning to teach a class in economics using the name Peter Hector Pearse, a Canadian cover he also used while teaching at Rutgers University in New Jersey.

Paul Arthur Crafton takes the cake

Mr. Crafton was found out first while teaching mathematics at Shippensburg State College (Pennsylvania) when the professor whose identity he had assumed — Australian John Byron Hext, a computer sciences lecturer at MacQuarie University downunder — published an article in a mathematics journal which carried his photograph.

In addition to his teaching posts, Mr. Crafton was allegedly behind a number of international investments schemes — moving art through Switzerland, real estate in Canada, and purchasing and selling entire banks in Georgia. The Department of Defense confirmed that he once held security clearance with a number of intelligence units reporting to the Navy. If you're reading this, Paul Arthur Crafton, get in touch with my agent.

Elsewhere, the year came to a close with the successful prosecution of a Washington-based company that for nearly two years peddled fraudulent medical degrees. At least 100 persons managed to secure the degrees and official transcripts to back them up before the operation was shut down. Most of the clients were Americans and 13 were reportedly licensed and practicing. In addition, 10 US teaching-hospitals were identified as having accepted several graduates into their internship and residency programs.

The scam was uncovered by an undercover agent who paid Pedro de Mesones \$19,200 for a degree and transcripts from CETEC University in the Dominican Republic. In all, 165 persons paid Mr. de Mesones between \$5,225 and \$27,000 for his services at CETEC and CIFAS University, also in Santo Domingo. Unnamed and unindicted co-conspirators include a US hospital official, several clients, and Dominican officials. Mr. de Mesones pleaded guilty to two counts of mail fraud and conspiracy as part of an agreement with the US District Court in Alexandria, Virginia.

There are likely to be many more cases heard during 1984. For more than two years agents with the Charlotte, North Carolina office of the Federal Bureau of Investigation have been earning all sorts of degrees through the mail, and in record time. Special agent Orho Allen Ezell, a model student, earned 16 advanced degrees, including several doctorates (two in medicine). He managed to infiltrate the bogus diploma circuit in the sting FBI calls Operation Dipscam to the extent that he was given a personal tour of one transcript processing facility in Ohio and offered a lucrative directorship of another fictitious university in the Southwest. By the close of the year, 42 suspect colleges had been served federal search warrants.

North of the 42nd

North of the 42nd, they include the United American Medical College, University Medical Centre at Oakville, Ontario; the North American Admissions Office for the Johann Kepler School of Medicine (Zurich) with tentacles in Burlington, Ontario; and the North American University at Hamilton, Ontario.

UPDATE: Recall the friction over proposed immigration reform (*Bulletin*, May 1983). The legislation seemed all but dead when the Speaker of the House of Representatives announced during the autumn term that he'd block any attempt to call the question. (The Senate had already passed its version). But caught in a vicious cross-fire, Speaker "Tap" O'Neill has changed his tune and promises to bring the legislation before the House for a roll-call early in this term. New amendments to existing immigration rules & regs, enacted last summer, have been nothing but trouble for Canadians attending US schools and many claim they have had to put academics on the back burner while wading through the paper work...and speaking of foreign students, is anyone still holding their breath waiting for Nigeria to make good on overseas tuition debts? The new Government has promised to meet all of its external obligations, which total several billions. Conflicting reports in the States peg the Nigerian tuition debt somewhere between \$10 millions and \$22-millions. One audit suggests that an additional \$65-million-plus is owed for deferred living expenses. Colleges and universities were being urged to set policies limiting Nigerian students and in some cases forcing them out altogether. In many instances the situation has persisted for as long as 10 years — ample time to work it all out. Now, we must wonder, if given the situation in Lagos, the 20,710 Nigerians currently enrolled in US schools (topped only by Iran and Taiwan in numbers) may legitimately apply for amnesty (under immigration laws that once were, are now, and ever could be). That's how problems go away if nothing's done about them.

Files on Einstein

ther evidence of his Communist sentiments, according to the files.

"Proof" that Dr. Einstein was a Communist comes from a woman who, during an FBI interview, noted that the German-born scientist did not stand during a performance of the German national anthem on a voyage to the US in the 1930s. The FBI and the Army Intelligence Unit were convinced that his Berlin office was being used as a drop for Soviet Agents to relay telegraph messages. The Army's informant is described in the FBI files as "usually reliable — possibly true."

And then there's the story of the person who had fallen victim to Dr. Einstein's devious, mind-controlling robot. The source was later traced to a mental hospital.

There is "a brief mention" in the files, says Mr. Schwartz, that the army had rejected Dr. Einstein's request for national security clearance during the 1940s. There is no mention of why he was turned down.

Reprinted with permission from THE TIMES HIGHER EDUCATION SUPPLEMENT.

False secret file

correspondent in 1946 told a State Department investigator that he would make "discreet inquiries" about Kimball. Others made murky comments that the investigators construed as derogatory.

When Kimball learned who some of his accusers were, 30 years later, he went to them to try to puzzle it out. They said they couldn't remember. Or they said they had been mis-quoted. At a minimum, the moral is that decent people should not make derogatory comments about someone's loyalty unless they say they are ready to be identified and questioned on those charges.

What happened to Kimball — what is still happening to him — is not unique. Under Attorney General William French Smith, the Justice Department relies on secret, untested charges in immigration cases. Senators and newspaper columnists still rake up discredited rumors against Martin Luther King Jr. McCarthyism is not dead.

FROM THE NEW YORK TIMES



THE UNIVERSITY OF MANITOBA

Invites Applications and Nominations for the position of

Dean of Architecture

The Faculty of Architecture consists of five Departments: Architecture, City Planning, Environmental Studies, Interior Design and Landscape Architecture. The Faculty currently offers full professional programs in Architecture, City Planning and Landscape Architecture at the graduate level and in Interior Design at the undergraduate level. Further, an undergraduate program is also offered in Environmental Studies. Approximately 500 undergraduate students and 200 graduate students are enrolled in the Faculty's programs. At the present time the Faculty of Architecture has a complement of 48 academic staff and 11 support personnel serving these programs.

Candidates should have a commitment to scholarship, should be interested in maintaining the improving of the Faculty's high standards of teaching, and possess appropriate administrative experience.

Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

The appointment is expected to commence July 1, 1984 and normally is for a period of 5 to 7 years. Under university policy reappointment is possible. Applications (with the names of three referees) and nominations will be received until February 29, 1984 and should be forwarded to: Dr. Terrence P. Hogan, Associate Vice-President, Chairman, Advisory Committee for the Dean of Architecture, Room 208, Administration Building, The University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

Hugo Grotius, "father of international law", would be appalled

International lawlessness prevails in nuclear arms race

by Maxwell Cohen

Total war and nuclear weapons were made for each other. Their "final solution", potentially, to the human story is now the premier subject of this era; and the "father of international law", Hugo Grotius of Holland (1583-1645), would doubtless be appalled at man's management of weapons and warfare.

Witnessing the horrendous religious violence of the Thirty Years War, Grotius's great work, *"Of the Laws of War and Peace"* (1625), is significant for the emphasis placed on the regulation of violence in the emerging international legal system. Open cities and towns, non-combatants, defenceless women and children, were given a primitive "protection" by this poet/theologian/lawyer/diplomat who fashioned the first systematic approach to stating the rules of war and peace governing the expanding relations of modern nation-states.

Since his day, and particularly throughout the 19th and 20th centuries, serious efforts have been made to place some limits, generally in treaty form, on the inevitable barbarities of warfare — and even to the elimination of "wars of aggression" themselves as the Nuremberg trials and the UN Charter tried to do. One of the most significant exercises in matching legal rules with war technology was the 1925 Convention prohibiting the use of poison gas and bacteriological warfare, with valuable constraining consequences to this day.

But World War I and II with their planes, bombs and tanks, their submarines and warships and their massed but mobile infantry, still followed the long line of classical warmaking. The most telling change came at the end with the smashing of the atom and harnessing its force for battle — against everyone, soldiers and population alike. Albert Einstein said, not long after Hiroshima, "...the unleashed power of the atom has changed everything except our modes of thinking, and we thus drift toward unparalleled catastrophe."

Today the stockpiles of deliverable warheads are many multiples of what states may need for their security. Indeed, the concept of "security" itself has altered fundamentally. For it now must be addressed to the perceptions of the two super-powers as they enact their lead-roles and manage allies and clients toward an uncertain destiny. Since 1946 the peace has been kept among these two major actors by "deterrence strategy" and the great fear that underlies that policy and makes it credible. Yet the threat of nuclear

weapons, aggravated now by proliferation among other large and smaller states, puts the fate of man ever closer to the margin of ambiguity and survival.

What has international law, so long interested in weapons and warfare, and its professional priesthood the international lawyers, to say about this new and immensely dangerous situation? It is regrettable to report that despite the great rise in the volume of rules regulating the commercial, environmental, humanitarian and other relations of states, including the "primitive" parliamentary and executive order of the United Nations system, in nuclear matters the international lawyer has largely failed his world constituency. By contrast, organized physicians and scientists, both technically and politically, have done

much better, to make their voices heard.

No significant principles or rules, or even the "soft law" of hoped-for-standards, have emerged to deal with nuclear weapons or to define their place in the human order. The banning of nuclear tests in outer space, the atmosphere and the oceans, and the prevention of weapons of mass destruction in space, have their roots in UN-sponsored conventions and resolutions. The non-proliferation treaty, a once promising omen, is now increasingly porous and vulnerable to covert nuclear arms development among many countries. Even the United Nations General Assembly, in a series of resolutions over a 20-year period (the last one very recently), has failed to do more than attempt to brand as "illegal" nuclear instrumentalities, but these votes have not created any recognizable change in the specifics of the international legal system.

Yet if it was possible to label poison gas and bacteriological weapons as "unlawful" in 1925 by specific agreement (with an attempted update in 1972), it surely ought to have been feasible by now for the international lawyers of the world to have formulated a modern rationale that would begin to stigmatize forever the "legality" of nuclear weapons and warfare.

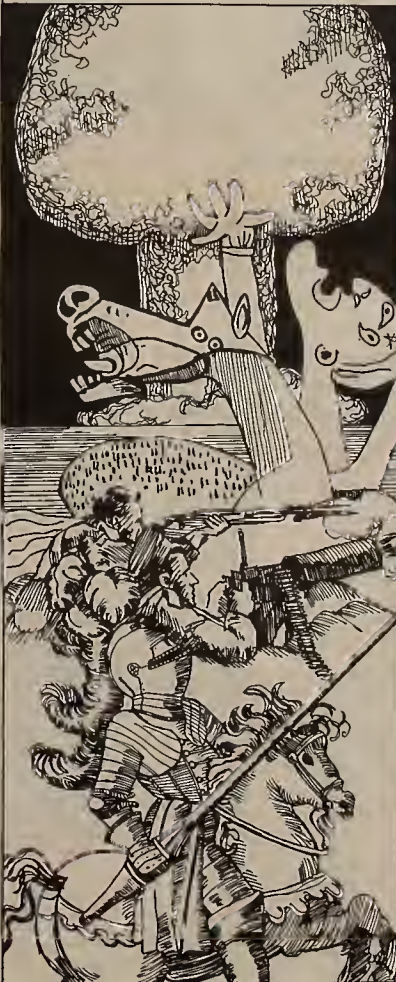
Where and how would this rationale be found? The history of the laws of war already provide the beginnings for a juridically meaningful search. Think for a moment of the basis on which most violence — wars — between peoples has been justified: dynastic rivalries, territorial expansion, boundaries, colonial enterprise with commercial gain, national/religious conflicts, and other reasons minor and major. The "just war" was benchmark and goal.

All of these patterns of war-making rested upon one grand assumption, namely, while the end result should provide a net benefit to the victor, there could, in due course be restored some viable relationship with the vanquished — save where vengeance and annihilation was itself the policy (as Rome destroyed Carthage).

In short, all warfare, even the immensely destructive experience with the first and second world wars in this century, had some built-in theory of limitation and renewal. The war would end, victor and vanquished would somehow continue to share in the future human bargain. The objective, therefore, of all warfare, except at its most primitive and vengeful levels, was the achievement of a policy, a goal, with some form of continuing and viable environment, political and material, that would follow victory however great the immediate damage to the vanquished. Both had their share in the future, together. Japan and Germany are today models of the vanquished renewed.

Yet, can any policy or goals be defined as achievable in a conflict using nuclear weapons, particularly an outbreak among the two supreme custodians of these weapons? Since what will remain after a major nuclear exchange would be a continent or a planet probably non-viable for anyone, there would be no victors or vanquished to play out the old rules of the laws of war and then the peace-making systems that historically have followed. The international laws of war, as we have known them, were not designed for the permanent destruction of all, or most, human and life-supporting environments. They were formulated to protect lives during war and to produce a more or less liveable peace afterward.

Viewing these now accepted basics it is surprising how few international lawyers have argued that in



Maxwell Cohen is a Judge ad hoc of the International Court of Justice. He is also emeritus professor of law at McGill University, adjunct professor of international law and international relations at Carleton University, and scholar in residence at the University of Ottawa. Professor Cohen has served as chairman of the Canadian section of the International Joint Commission and was a member of the Canadian delegation to the United Nations Assembly in 1959-60. He was a founding member and president of the McGill Association of University Teachers and a member of the national executive of the CAUT.

This article is from an address given by the author at McGill University to celebrate the 400th anniversary of the birth of Hugo Grotius. It is reprinted from the Ottawa Citizen with the author's permission.

Murray Long, with apologies to Picasso

the absence of any conceivable policy purposes — (save for deterrence) — justification for such irreversible force ceases to exist. Much of the classical laws of war, therefore, have become almost wholly irrelevant to the nuclear situation.

The UN Assembly, one Japanese court in 1964 (the Shimoda Case) and a few adventurous scholars, in recent years, have tried to fashion a doctrine that perceives nuclear weapons as intrinsically (or per se) unlawful because they are unusable for any conceivable purpose consistent with post-conflict human and social survival. Unhappily, the textbooks relying on tribunals or state practice, military and political, are yet not too helpful. Most of the major professional organizations of the international lawyers' world have not used their great forums to pronounce on, or even adequately to discuss, the essential illegality of nuclear weapons or the moral obscenity of their use. These lawyers were not slow to find new rules to fit the emerging technologies of outer space, and yet the nuclear age (1945/46) preceded the space era (1957) by at least a decade.

If "policy" and "goals" are a requisite for a viable "laws of war" system then there is nothing to justify the nuclear capability. Lawyers, soldiers and politicians have developed concepts such as "necessity" and "proportionality" to limit the scope and degree of violence between states when conflict does happen. None of these hard-won conceptual constraints can possibly operate once the warheads are launched. Policy is not served: "necessity" and "proportionality" cannot be disciplined in a nuclear exchange. Have we, therefore, not reached a moment when a self-evident illegality, for reasons that go far beyond these reciprocal fears that compelled the elimination of poison gas, must now apply with even greater persuasion to the elimination of the nuclear dimension and so prohibit it from having any role in the lawful conduct of human affairs?

It may be argued that this line leads to flirtations

with unilateral freezes or disarmament unless the same rules and advice are taken seriously by governments everywhere, East and West alike. Clearly, no one can argue for unilateralism without being naively vulnerable to the realities of superior power in any serious strategic dispute. Indeed, it would equally be naive not to recognize that, despite the threat to mankind since the days both super-powers acquired the weapon, there has been almost 40 years of "peace" between them — even if that peace rested upon their deadly fear of each other.

"Deterrence," as a result, is a deeply entrenched concept and commands acceptance by anyone assessing honestly the nature of politics and power at this frightening time. But deterrence clearly does not require 35,000 to 50,000 warheads — allegedly the total stockpiles of both super-powers. (Regrettably there is, as yet, no world-class centre in Canada to provide basic data or serious research in this area). Deterrence itself cannot continue "securely" with mounting evidence of military leaders playing with the tempting concepts of "limited nuclear warfare" or "theatre warfare." Deterrence does not require experiments with a nuclear capability in outer space. Indeed the new "Star Wars" scenarios probably are as shocking to these leaders as they are to informed peoples everywhere.

Deterrence can and must be redefined now, at once. It should be viewed as that nuclear capacity with "minimum" stockpiles, at levels of super-power parity yet sufficient to do irreversible damage to each combatant, and on a scale therefore large enough to "deter" in the plain, but often misunderstood, meaning of that word. There are professionals who can help to measure the quantities required to assure a deterrent "psychology" with limited stockpiles, at parity. One thousand? Five thousand? Any number chosen for deterrence, but not for "victory", will necessarily be the product of hard political negotiations and a military/strategic realism on both sides.

Verification and accident-prevention become much more manageable at this level of numbers.

What matters today is the acceptance of the combined concepts of the illegality plus the minimum requirement for deterrence. Together these would permit a steady de-escalation of numbers thus relieving men and states everywhere of the immobilizing fear that has gripped the world today.

While there may be some contradiction between having international lawyers develop a theory of illegality per se for nuclear instruments, side by side with the concept of an accepted minimum stockpile for mutual security through a revised deterrence standard, that contradiction should be the least of men's concerns. A changed international "mood," encouraged by an emerging rule of nuclear unlawfulness, would help open the way to a negotiated de-escalation, leading downward to stockpiles that retain the realism of deterrent strategies but promising a decreasing threat — in tensions and weapon numbers — to the whole of mankind. This initial "soft law" of illegality, indeed, might then move steadily toward increasing acceptance as a binding international rule, political and legal norm. Here time is both enemy and ally.

One of Lord Mountbatten's observations sets out a professional view of the nuclear threat:

"In all sincerity, as a military man, I can see no use for any nuclear weapons which would not end in escalation with consequences that no one can perceive. In warfare the unexpected is the rule and no one can anticipate what an opponent's reaction will be to the unexpected."

If international law is to retain its ultimate credibility, the international lawyers of the world — everywhere — will have to determine, finally, in common voice, the unlawful character of a weapons system that, by serving no policy, and by threatening all values and all life, can achieve no political goal except to assure an end to civilization.



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Scientists predict 'nuclear winter' in wake of blast

The long-term atmospheric effects of a large-scale nuclear exchange could include subfreezing temperatures, protracted darkness, and greater exposure to radioactivity than had previously been projected, according to new findings presented at a conference here last week.

A group of researchers led by Carl Sagan, professor of astronomy and space sciences at Cornell University, told approximately 600 scientists, government officials, and activists that the projected "nuclear winter" could also spread to the Southern Hemisphere, where the potential effects of nuclear war had been thought to be minimal.

Addressing the conference via satellite, a group of Russian scientists, led by Evgeny P. Velikhov, vice-president of the Soviet Academy of Sciences, presented evidence from studies conducted in their country that confirmed the Americans' major findings. According to a spokesman for the conference organizers, the teleconference was believed to be the first such meeting between American and Soviet scientists.

For their study, Mr. Sagan and his colleagues ran computer models of a variety of nuclear-war scenarios, including cases ranging in explosive power from 100 to 10,000 megatons. Among other things, they calculated how much dust and smoke would be generated by a nuclear blast, how much sunlight the dust and smoke would absorb, and how much temperatures would change as a result.

For example, based on a hypothetical 5,000-megaton nuclear exchange, with 20 per cent of the explosive power expended over cities or industrial targets, Mr. Sagan and his colleagues found that:

- Smoke particles from nuclear fires and soil dust from surface explosions could absorb enough light to create an unbroken pall of darkness lasting for several weeks. Beyond that time, light filtering through the cloud cover could be inadequate to sustain photosynthesis, severely limiting plant growth and thus disrupting the food chain.

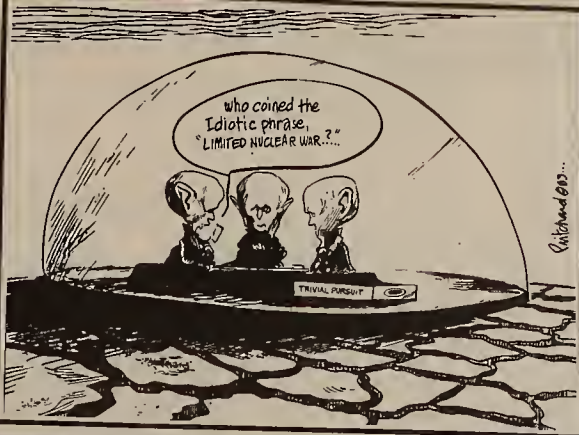
- The lack of sunlight caused by the nuclear cloud would cause temperatures to drop suddenly to subfreezing levels. The abrupt onset of cold could damage or kill crops, depending on the season in which the blast occurred. Many animals could die of thirst, since surface water would be frozen over.

- The large quantities of fission debris released into the atmosphere could result in greater levels of long-term radioactive fallout — in some areas approaching lethal doses for humans — than have been predicted thus far.

- Contrary to previous assumptions that the effects of a nuclear war on the Southern Hemisphere would be minor, disturbances in global circulation patterns could rapidly transport large amounts of smoke, dust, and other nuclear debris to that part of the world.

Extinction 'inevitable'
"The extinction of a large fraction of the earth's animals, plants, and microorganisms seems inevitable. The population size of *Homo sapiens* conceivably could be reduced to prehistoric levels or below, and the extinction of the human species itself cannot be excluded," wrote Paul R. Ehrlich, professor of biological studies at Stanford University, Mr. Sagan, and others in a paper prepared for the conference.

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UNIVERSITY PEACE EDUCATION

Inter-University Workshop on Peace Education

An Inter-University Workshop on Peace Education took place in November at York University. Its purpose was to explore the appropriate form and content of peace education to be introduced into Canadian universities and colleges in response to the urgent need to address the danger of war waged with weapons of mass destruction and to help ensure continuing peace and eventual disarmament. The nine panelists, from universities in Canada, the U.S.A. and the U.K. who have a wide range of experience in peace research and education, presented papers on Alternative Defence Strategies, Peace Studies Courses and Programs, and Linking Your Field to Peace Education. About 40 participated in the sessions.

The panelists were:

James O'Connell,
Professor of Political Science and Director
of the School of Peace Studies, University
of Bradford, U.K.

M.V. Naidu,
President of Canadian Peace Research and
Education Association, Professor of
Political Science, University of Brandon,
Manitoba.

Theodore Olson,
Professor of Political Science, Program in
Strategic Studies, York University,
Ottawa, Ontario.

Christopher Krueger,
Program on Non-Violent Sanctions, Harvard
University, U.S.A.

Conrad Brunk,
Director of Peace and Conflict Studies, Con-
rad Grebel College, Waterloo, Ontario.

George Lopez,
Coordinator of Peace and Global Studies
Program, Earlham College, Indiana, U.S.A.

Carolyn Stephenson,
Director, Peace and World Order Studies
Program, Colgate University, N.Y. U.S.A.

Dieterich Schroeder,
Professor of Physics, University of North
Carolina, North Carolina, U.S.A.

Henry Wiseman,
Professor of Political Studies and Co-
Chairman of the Guelph Conference on
Strategies for Peace and Security in a
Nuclear Age, University of Guelph, Ontario.

ALTERNATIVE DEFENCE STRATEGIES:

This panel presented specific proposals for defence strategies which offer alter-
natives to reliance on militarisation with lethal weapons and extracted the general
characteristics of such strategies.

PEACE STUDIES COURSES AND PROGRAMS:

This panel described not only the rationale for courses and programs of univer-
sity instruction in peace studies, but the design of certain of those already in op-
eration. The discussion elicited not only questions and critical comments, but some
exchange directed at adapting the panel's offerings to the participants' institutions.

LINKING YOUR FIELD TO PEACE EDUCATION:

This panel was designed to persuade us of the ubiquity of peace education —
of its accessibility from various disciplinary points of departure. The discussion
should help participants establish links between their own disciplines and peace
education analogous to those — necessarily few — presented by the panel.

It was intended that participants in the Workshop should leave with the sense
that there are competent and concerned teachers who have carried peace educa-
tion well beyond the worrying and wondering stage — that there are successful
precedents, there is a supportive community to which they have access, and there
are helpful materials which they know how to find — model syllabi in a field close
to their own, bibliographies, periodicals, films...Ideally, they should feel ready to
spread this message to their own universities. Readers of the Proceedings of the
Workshop should share this experience.

The Inter-University Workshop on Peace Education was sponsored by Science
for Peace; University College, University of Toronto; and by the Institute for Peace
and Conflict Studies, Conrad Grebel College, University of Waterloo. Co-sponsors
included, from the University of Toronto, Innis College, New College, St. Michael's
College, Trinity College, Victoria College, and the Institute for the History and
Philosophy of Science and Technology; the Anglican Church of Canada; the Social
Concern and Outreach Committee, Grace Church on the Hill, Toronto. The Workshop
was assisted by a grant from the Division of Arms Control and Disarmament, De-
partment of External Affairs.

Proceedings of the Workshop are to be published and enquiries should be
directed to:

ILWPE, University College,
University of Toronto,
Toronto, Ontario
M5S 1A1
Canada.

World's scientists speak out on responsibility for peace

Fourteen thousand physicists from 43 countries, including 34 Nobel Laureates, have signed an appeal to world governments for an immediate freeze in the testing, production and deployment of nuclear weapons.

The appeal was released world-wide on November 11, 1983 and presented by delegations of outstanding physicists to the governments of Spain, West Germany, Iceland, France, Italy, and to the United Nations.

In Canada, the appeal was presented to the Prime Minister in Ottawa on January 10 by Eric Fawcett, University of Toronto physicist and president of Science for Peace.

The international call by physicists for the freeze arose from a small gathering in the summer of 1982. Participants said the appeal was especially appropriate in view of the fact that:

"Physicists are better prepared than the majority of other professional communities to understand and appreciate the implications of nuclear war, such as the effects of radiation and fallout, ecological damage, etc.; furthermore, physicists belong to a professional community which has been instrumental in the invention of nuclear weapons and is still directly connected with their development and production."

The appeal is the latest in a series of many open letters, declarations and appeals to government and others that have been made by distinguished bodies of scientists over the past two years. A partial list includes:

April 27, 1982: the National Academy of Sciences of the U.S.A. at its annual meeting in Washington passed, by an overwhelming majority, a resolution calling for renewed efforts to prevent nuclear war and to limit the nuclear arms race. This resolution was endorsed by the Royal Society of Canada at its annual meeting in Ottawa in June 1982.

May 6, 1982: the Executive Board of the International Council of Scientific Unions issued an appeal to the General Assembly of the United Nations on the occasion of the Second Special Session on Disarmament.

May 13, 1982: the Academy of Sciences of

the U.S.S.R. also addressed a resolution to the General Assembly of the United Nations.

June 18, 1982: the Executive Committee of the European Physical Society, which comprises 29 National Physical Societies of Eastern and Western European nations, called on "those statesmen engaged in the Geneva talks to bring to an end the arms race and to bring about a reduction in the level of nuclear armaments as a first step for creating the atmosphere of political trust in which all means of nuclear warfare can be abolished so that warfare itself can be finally eliminated".

August 1982: The Pugwash Declaration on the Dangers of Nuclear War, adopted at the 32nd Pugwash Conference on Science and World Affairs in Banff, Canada, was endorsed by no less than 111 Nobel Laureates in the natural sciences. The declaration ended with an appeal:

□ To our colleagues of the world's scientific community: Accept responsibility and become directly involved in actions to avert nuclear war

□ To the governments of the world: Seek a comprehensive international agreement aimed at eliminating the risk of nuclear war, and the danger to civilization involved in any use of nuclear weapons

□ To all peoples: Support measures to remove the nuclear menace that threatens the survival of mankind

September 21, 1982: The Pontifical Academy of Sciences convened in Rome an assembly of Presidents of Scientific Academies and other scientists from all over the world which issued a declaration on the prevention of nuclear war. Pope John Paul II sent delegates from the Pontifical Academy of Sciences to convey to the leaders of the U.S.A., the U.S.S.R., England, France, and the United Nations, a statement warning that "conditions of life following a nuclear attack would be so severe that the only hope for humanity is prevention of any form of nuclear war" and recommending "that nuclear weapons must not be used at all in

DEAN OF LAW

The University of New Brunswick is seeking candidates for the position of Dean of the Faculty of Law. The Faculty has 16 faculty members and currently enrolls some 200 students.

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Applications and enquiries should be addressed to:

Dr. R.E. Burrigge
Vice-President (Academic)
University of New Brunswick
P.O. Box 4400
Fredericton, N.B.
E3B 5A3



UNIVERSITY OF NEW BRUNSWICK

The Mainz Declaration on Responsibility for Peace

This year the world is faced with a momentous decision which could lead to a new escalation of the arms race. As scientists from Germany and other countries we have gathered to raise a warning voice against weapons which have been developed on the basis of scientific knowledge; scientists, therefore, are best equipped to inform of the dangers these weapons represent.

Over 3,300 scientists took part in the Mainz convention, and the following points emerged from individual lectures and discussion groups:

□ A future nuclear war affecting Europe and Germany in particular could not possibly be compared with previous wars. Everything that was to be defended would be irreparably destroyed. Civilians—especially would have practically no chance of surviving the war or its aftermath.

□ In recent years technical progress, especially in the field of microelectronics has brought about radical changes in the quality of weapon technology. Missiles, such as the new U.S. medium range missiles can be targeted so exactly as to almost certainly ensure destruction of the adversaries' centers of command and control as well as their missile silos, thus acquiring the character of first-strike weapons. Moreover enormous effort is being put into military exploitation of outer space. These developments substantially increase the danger of nuclear war, not least because of the possibility of triggering off a war due to a failure in the early warning system which, because of the short flying time of a few minutes, could no longer be corrected. Even if the possibility of a successful first strike seems remote at the moment, this development creates further instability in the already questionable balance of deterrents.

□ The striving only for balance and symmetry of potentials is no longer sufficient to secure peace in the future. A continuation of the balance-oriented arms race would, in all probability, lead to the military conflict which it was supposed to avoid. What we need is a hard-headed analysis, free from polemics and mutual recriminations, of the dangers and a conceptual development of the present security policy. We must not continue the arms race nor must we relinquish the guarantee of an adequate means of defence. One way of combining these two demands is through a re-orientation of armaments. If, and only if, we can meet our defence requirements by means which do not themselves actively threaten the potential enemy can there be long-term stability and security without an arms race. Previous arms control negotiations have failed because it is basically impossible to proceed directly from a period of aggressive arms race to disarmament. If weapons are not only fit for defence but for attack as well, the security requirements of both sides overlap, and hence it is impossible to arrive at a state which both sides would accept as sufficiently "safe". The tremendous progress in micro-electronics today, however, offers two options: Either we can continue to make a nuclear war "wageable" and then in all probability be drawn into one, or we can make use of the perhaps unique historical chance to increase stability through bilateral re-orientation from counterforce weapons towards a "benign defence" which is structurally incapable of attack. To follow the second option, however, a basic political decision is required. We must make a fresh start towards arms control under the motto: 'Disarmament through arms re-orientation'.

□ A comprehensive agreement on a total and controlled freeze on the development, testing and production of nuclear weapons is a necessary first step towards ending the arms race. The failure to secure a ban on underground nuclear tests, which would considerably hamper the development of new nuclear weapons, is not due to technical difficulties — these have been solved. Regarding necessary on-site inspections a compromise solution is possible. All that is required for the immediate signing of a treaty is political goodwill.

□ The nuclear and conventional arms race is on the brink of ruining world economics through its dissipation of intellectual and material resources, also of impeding development in third and fourth world countries and therefore prejudicing the cause of peaceful collaboration among nations in the future. The continuation of the arms race brings the world closer to economic and ecological catastrophe. Extensive worldwide disarmament is a precondition for overcoming underdevelopment.

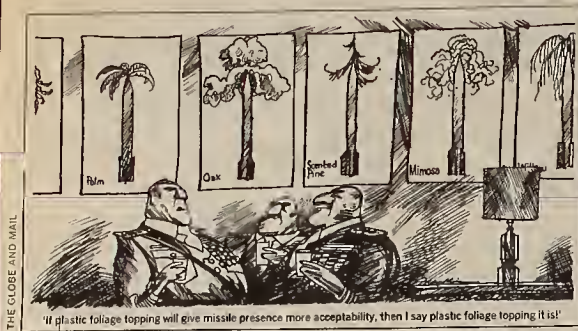
□ As citizens of a democratic state we are all called upon to participate in the political decision-making process of our society. Scientists bear a special responsibility because some of us allowed our expertise to be misused for the production of weapons of mass destruction, and others did not protest. It is our moral duty to reflect on the limits of the exploitation of nature and to oppose this resolutely.

Together with a great many scientists and scientific organizations throughout the world we appeal to the leaders in East and West: Let us turn back before it is too late! In this situation which threatens the very existence of the whole of mankind we urge all nuclear powers, as have colleagues of ours in the USA to whom we feel bound in friendship, to introduce an immediate freeze on nuclear armaments in East and West.

In the case of our country this means the cancellation of the deployment of Pershing II and cruise missiles. Therefore we appeal to the German government not to allow the installation of these weapons. This is the only way to create a climate of trust and to gain the time necessary for negotiations between the superpowers, as a first step towards achieving a drastic reduction of nuclear weapons, including the SS20, in East and West and finally comprehensive disarmament.

Millions of our fellow citizens share these feelings and demands. More than four million people signed the Krefeld Declaration, 1.8 million members of the German Trade Union Congress (DGB) signed that organization's appeal for 'Peace through Disarmament'. The churches have raised their voices against the arms race, and many professional bodies have protested in public and urgently asked politicians to prevent further escalation of nuclear armament.

Many still remain uncommitted in a situation which is crucial for our future and that of our children. We pledge ourselves to deliberate further on the political, military and technical preconditions for achieving and securing peace and to keep the public informed. We appeal to all scientists to use their knowledge and insight and participate personally in an informative and objective discussion and to conduct this dialogue across the traditional barriers.



Organization opposing anti-nuclear movement established by 200 British faculty members

by David Walker

More than 200 faculty members at British colleges and universities have established an organization pledged to support a tough defense policy and to oppose the "fear and hysteria" of the anti-nuclear-weapons movement.

The new organization, the Academic Council for Peace and Freedom, rejects all proposals for "one-sided disarmament." It has accused Britain's largest anti-nuclear group, the Campaign for Nuclear Disarmament, of wrongfully appropriating the word "peace" and casting slurs upon "the motives and moral sense" of those who reject its case for abandoning nuclear weapons.

In an open letter to the academic community signed by more than 200 professors in universities and colleges, the council said, "Rational consideration must take account of the nature of the U.S.S.R. and the special kind of threat it poses to the survival of the West as a community of free nations."

"We believe that the measures demanded by the C.N.D., far from serving the cause of peace, would encourage aggressive tendencies endemic in the Soviet system." Defense of nuclear policy

The open letter was the first instance in which a large cross-disciplinary group of professors took a public stand in defense of Britain's nuclear-weapons policy.

The move reflected concern over the growing popularity of the C.N.D. and resentment by many right-of-center academics that, in the mind of the general public, all faculty members had come to be viewed as left of center.

Key organizers of the new group included professors close to Prime Minister Margaret Thatcher. Among them were Roger Scruton, a philosopher at the University of London's Birbeck College; Antony Flew of Reading University, an adviser to the Conservative Party on educational matters; and Lord Vazey, a former supporter of the Labor Party who has become an outspoken critic of the left.

Other signers of the letter, published in various newspapers, were Alan Peacock, principal of the private University of Buckingham; Sir Alec Morrison, vice-chancellor of Bristol University; and Edward Shils, an American-born sociologist who is now a fellow of Peterhouse College at Cambridge University. The head of Peterhouse, Lord Dacre — better known as Hugh Trevor-Roper — also signed.

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World's scientists

warfare and that their number should be progressively reduced in a balanced way."

March 1983: the American Physical Society (having a membership of 33,000, mostly physicists) through its elected Council called on the President and the Congress of the United States, and their counterparts in the Soviet Union and other countries:

□ To intensify substantially, without preconditions and with a sense of urgency, efforts to achieve an equitable and verifiable agreement between the United States and the Soviet Union to limit Strategic Nuclear Arms and to reduce significantly the number of such weapons and delivery systems;

□ To conduct, in a similar spirit, negotiations to restrict the use and limit the deployment of battlefield and intermediate-range nuclear weapons;

□ To resume negotiations to prevent the spread of warfare into outer space;

□ To take all practical measures to inhibit the further proliferation of nuclear weapons

to additional countries;

□ to take all practical actions that would reduce the risk of nuclear war by accident or miscalculation;

□ to continue to observe all existing arms-control agreements, as well as SALT II; □ to avoid military doctrines and deployments that treat nuclear explosives as ordinary weapons of war; and

□ to initiate serious negotiations to ban the testing of nuclear weapons in all environments for all time as called for in the Non-proliferation Treaty.

July 3, 1983: perhaps the largest and most distinguished congress of scientists ever assembled to address the threat of nuclear war met in Mainz, West Germany. The organizers had planned to accommodate about 1,000 scientists from Germany and other countries, but in the event, 3,300 turned up, including 18 Directors of the 53 prestigious Max-Planck Institutes. The accompanying declaration was issued (see box).

Chinese higher education: the challenge of the eighties

by Ruth Hayhoe

In recent official statements the Chinese have set promethean goals for quantitative expansion and qualitative improvement in their higher education system. Annual enrolment in the regular system for full-time studies will increase from the 315,000 of 1982 to 400,000 in 1985, 550,000 in 1987 and 600,000 in 1990. By that time, the total enrolment should be 2 million, as against the 1,154,000 of 1983. The informal system offering part-time higher studies through radio and T.V. universities, correspondence and night schools and enterprise-run colleges is expected to expand even more rapidly from the estimated 640,000 it has been serving in 1983.

On the qualitative side, development plans are equally ambitious. The 98 keypoint universities and higher institutions, an elite out of the 715 institutions in the regular system in 1983, have been entrusted the task of raising their teaching and research standards to world levels. Twenty-six of these are having their research facilities upgraded by a \$200-million World Bank loan. The 6th Five-year Plan (1981-85) stipulates that the state will provide a 700 million yuan fund for constructing advanced teaching and laboratory facilities at a group of key colleges and universities. Funding for scientific research is also increasingly channelled to universities and higher institutions from the Chinese Academy of Sciences.

Strategies for achieving these goals were discussed at a 12-day conference on higher education held in Wuhan in May, 1983. Minister of Education He Dongchang appealed to China's higher educators to develop a "multi-structure and multi-form system with Chinese characteristics." The latter phrase reflects disillusionment from a whole century of Chinese experimentation with foreign models of higher education, culminating in the 1952 reorganization of the whole higher education system on a pure Soviet model. This involved a small number of 'comprehensive universities' preserving the old German ethos of a focus on the pure arts and sciences, and many polytechnical and monotechnical institutions geared to training specialists for China's national construction tasks.

The frenzied smashing by Chinese Red Guards in 1966 and 1967 of all that represented these 'bourgeois' notions of pure scholarship and expertise may have drawn inspiration not only from the Maoist revolutionary purism that provided its rhetoric, but also from a traditional Chinese ethos of scholarship that stressed the primacy of practice as a source of true knowledge and the value of scholarly breadth rather than narrow expertise. Cultural Revolution experiments, for all their elan and international appeal, have now been declared by the Chinese a national tragedy. Perhaps contemporary reforms in higher education may bring more fundamental changes to the Soviet patterns that continue to inform the present system than Cultural Revolution violence succeeded in doing. Some core values of the Chinese traditional scholarly ethos may also find expression in these changes, and



Murray Long

American higher education patterns, now of particular interest to the Chinese, may prove more compatible with these values than Soviet and European ones have done in the past.

The American college model proved itself well-adapted to the Chinese context in China's pre-Liberation experience, when it had wide influence through the leadership of American returned Chinese intellectuals in China's higher institutions, and through 16 American missionary colleges. Present experiments with aspects of its style seem promising. The appropriateness of the American university model to China's present social and economic conditions, however, may require more intense critical assessment than has so far been accorded to it by Chinese educators, who are naturally eager for the increased prestige and funding that go with the new research tasks, and by western scholars, whose advice to the Chinese is often based on western notions of the task of the university community in the eighties.

At the Wuhan higher education conference, He Dongchang reported that China had 715 regular universities and colleges in 1983 with 1,154,000 students, a remarkable increase over the 392 institutions and 565,000 students of 1976. How was this great leap forward achieved? One very effective method used in several large cities was for the existing high quality national institutions to establish branch schools, administered and funded by the municipal bureau of higher education, yet able to draw on the staff and library resources of the parent institutions. In 1978 and 1979, 13 such branch schools were founded in Shanghai, drawing their students entirely from local youth, since no student housing is made available, unlike other regular higher institutions. The nationwide entrance examinations are used to select these students, but re-

quirements are somewhat lower than for the prestigious national institutions to which the branch schools are attached. Curricula are set in accordance with local needs, with a strong stress on applied fields of knowledge and the kind of professional training that will equip students for the local job market.

Fudan University's branch campus opened in February, 1979, with five departments: Chinese literature, History, Sociology, Law and Library Science, offering two to four year courses in such practical areas as Chinese secretarial skills, museum studies and home economics. Forty per cent of the teaching is done by Fudan University staff on loan to the new school and many of its own staff have been recruited from Fudan alumni. For this reason it is not surprising to find a new ethos developing which has echoes of the spirit of pre-Liberation Fudan, once a small college oriented to the applied arts and sciences needed for Shanghai's business and industrial community.

More recently established colleges have moved even farther from the Soviet patterns of the fifties. Many are now fee-paying institutions for day students, which take no responsibility for assuring job assignments for their graduates. The Shanghai bureau of higher education recently announced the setting up of a new Shanghai University with colleges of arts, sciences and business management, which will be run along these lines.

Jiangnan University in the central Chinese industrial city of Wuhan, founded in 1980, charges fees of 20 to 25 yuan per term, and does not guarantee job assignments for its graduates. However, its 21 specialties include such fields as civil engineering, management and secretarial skills, designed to serve local economic demands. Jiangnan's president and the Mayor of Wuhan have

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visited community colleges in Pittsburgh and acknowledge that some of their ideas for the running of this new institution were gleaned from the American community college model.

Even more surprising in socialist China is the present official encouragement being given to the establishment of private colleges. Yanjing Foreign Languages Institute is one of these, opened in Beijing in April, 1982, and charging annual tuition fees of 250 yuan. It offers courses in English, newswriting and photography for prospective journalists, a particularly unexpected curriculum area to be entrusted to a private institution. In August, 1983, the opening of another private institute in Beijing was announced, Xinghua College, sponsored by noted scientists and educators with the approval of the Beijing educational administration, and offering two specialties to begin with: civil engineering and machinery-electricity.

The new-style colleges which are proliferating along the lines described above are offering much-needed facilities for China's urban youth, and indeed some of them may turn out to be even more popular than national higher institutions. The latter commit their graduates to job assignments within the national plan, which could mean a posting far distant from home territory, while these locally oriented colleges are explicitly training young people for job opportunities in their home city, an attractive proposition for young people who became disillusioned by the 'down to the country' campaigns of the sixties.

But what are the educational opportunities for China's rural youth, who still form the vast majority of China's young population? Their chance of entering full-time higher education is probably lower than during the Cultural Revolution period, since the rural responsibility system means that their labour is essential to family prosperity. Also the present selection for higher education through competitive nationwide examinations leaves those youth preparing in rural secondary schools at a definite disadvantage. However, new enrolment policies announced by the Ministry of Education in March, 1983, stipulate that colleges of agriculture, forestry, medicine and teaching will lower the admission standards for applicants from rural areas who agree to return to their home area on graduation.

Rural areas are also served by many types of informal education, though most courses are closer to secondary than tertiary level. The central agricultural broadcasting school recently announced that 130,000 of its 400,000 rural students had taken examinations in basic chemistry and botany, and 90,000 had passed. At the end of the three-year program, these successful candidates will have qualifications equivalent to graduates of regular secondary technical schools. These educational measures indicate that the gap between rural and urban youth, which Cultural Revolution policies were intended to reduce, is now being firmly cemented, and there are few prospects of social mobility for rural students, except those who achieve exceptionally high standards in nationwide entrance examinations for higher education. However, this does not necessarily mean that rural youth are condemned to a life of gruelling manual labour. There is tremendous enthusiasm for scientific research in the Chinese countryside at present, with peasants eager to experiment with new means of increasing efficiency and productivity.

What of the other challenge of the eighties: the determination to raise scholarly standards in China's major national universities to world levels? Some of the measures being used to achieve this goal are also unprecedented in socialist China's 34 year history. Academic degrees have been introduced, and in January 1982 it was announced that 458 institutions of higher learning had been authorized by the State Council to confer bachelors degrees on their graduates. This number excludes most of the new community-oriented colleges.

The right to confer masters degrees is granted to specific departments within higher institutions that are judged of adequate standard, and particular professors are honoured with State authorization to supervise doctoral theses. The first nine doctoral degrees ever to be granted by Chinese institutions

were conferred in June, 1982; pre-Liberation Chinese institutions had bachelors and masters degrees, but had not been able to provide programmes at the doctoral level. Now these can be followed both in institutes of the Chinese Academies of Sciences and Social Sciences, and in certain distinguished institutions of higher learning.

One of the reasons for introducing these degrees has been to facilitate scholarly exchange with the West, and to create conditions for comparability of academic standards. In the first few years of burgeoning exchange of the late seventies, Chinese scholars and students were instructed not to seek western qualifications but simply to study what would be useful to China's own needs. Now, however, the race for qualifications is on, and each year the Chinese Ministry of Education is sending about 1,000 of its most talented graduate students, selected through Chinese postgraduate entrance examinations, for doctoral programs in the West. Others are going through university-level agreements and on other special programs, so that about half of the estimated 15,000 to 17,000 Chinese studying in the West are probably now following degree programs. The rest are mature scholars, usually on shorter-term study leave, and even some of them are being drawn into the scramble for qualifications. One key issue of interest is what value will be placed on these degrees, both Chinese and western, in the allocation of social and occupational prestige in China's future.

The other major structural change in Chinese higher education, which is also linked to the concern for quality and equivalence with western scholarly institutions, is the introduction of high level research functions into institutions of higher learning. Formerly, the teaching and research group was responsible only for researching improved teaching methods and materials.

During the Cultural Revolution, research tasks were closely linked with local factories and their needs, and geared both to the ideological transformation of scholars through labour and problem-solving in production. While the Chinese press still emphasizes the importance of higher education research serving local industry, university researchers and administrators are now eager to take on fundamental, discipline-related research tasks. This direction is being urged on them by western advisors as appropriate to a university's role, and links them closely to the international scholarly community. Chinese leadership in university research tasks is increasingly being taken over by

younger, western-returned scholars, who bring back not only new research techniques, but values associated with the western, primarily American, graduate school ethos.

One crucial question of the eighties and nineties for Chinese higher education is how well suited these values will prove to the Chinese context and to China's unique modernization process. Will these western-returned scholars become vulnerable to criticism as a westernized elite, located mainly in China's prosperous East Coast cities (where eighteen of the twenty-six institutions receiving World Bank support are found), and absorbed in research tasks that gain recognition in international scholarly circles but bear little relation to China's own development needs?

This scenario is obviously exaggerated along the lines of notions of cultural imperialism used by dependency theorists examining relations between 'metropolis' and 'peripheral' universities in the international scholarly community. While there are many reasons why dependency theory is inapplicable to the Chinese case, there are nevertheless dangers in the present Chinese situation. With over 80 per cent of China's vast population still engaged in agricultural pursuits, and a firm agricultural basis for China's modernization tasks still needing to be laid, it is debatable how much common ground Chinese scholars have with their western counterparts.

Can China afford to have 98 or even 26 keypoint institutions focusing the energy of their scholars on chasing world (mainly western world) scholarly standards, or should these energies be concentrated in a smaller number of key institutions? How much autonomy should these institutions be given in the pursuit of knowledge which is largely legitimated by standards set in the western scholarly community, and possibly difficult to adapt to Chinese needs? How are talented young Chinese to be motivated to take up the areas of study of vital importance to China's present modernization tasks? Of 860,000 young people educated in agricultural colleges since 1949, Chinese sources report that less than half are still working in agriculture-related pursuits. Will scholarly exchange with the West introduce values that further exacerbate this reluctance to engage in practical studies related to China's own development?

An overview of the curricular orientation of Chinese scholars and students now in the West shows some emphasis on applied, production-related sciences, so this concern may be groundless. Yet it remains to be seen just how and where these scholars will be deployed on return. A World Bank Loan of \$75.4 million, negotiated in November, 1982, holds promise for balancing the scales in a practical direction by its specific commitment to agricultural education. Eleven national colleges of agriculture, forestry, aquatic products, water conservancy and meteorology are to be upgraded with these funds; also 19 experimental centres will be set up throughout the country, and 22 existing laboratories will be improved. Part of the loan will be used to facilitate scholarly exchange in these specific areas, which will include both the bringing of foreign scholars to lecture in China, and the sending of Chinese teachers and students abroad for advanced study.

All in all, the outlook for Chinese higher education in the eighties is a bright one, both in terms of the opportunities offered to Chinese youth, and the potential contribution to China's ambitious modernization programme. However, a delicate balancing will be necessary both in terms of geographical region and curricular orientation, if China's fragile social and economic equilibrium is to be maintained.

The Chinese have been so buffeted by revolutionary movements over recent decades that they now view prospects of gradualist movement towards greater economic prosperity favoured by present Chinese leaders most attractively. But it may be no easier to engineer this kind of change successfully in the Chinese context than the kind of revolutionary change at which Mao Zedong was such a master.

Dans des déclarations officielles récentes, les Chinois se sont fixé des objectifs gigantesques pour ce qui est de l'expansion quantitative et de l'amélioration qualitative de leur système d'enseignement supérieur. Les stratégies ont été discutées à une conférence de 12 jours sur l'enseignement supérieur tenue à Wuhan, en mai 1983. Le ministre de l'Éducation He Dongchang a demandé aux responsables de l'enseignement supérieur du pays d'établir un "système aux structures et aux formes multiples et doté de caractéristiques chinoises". Ces mots reflètent le désenchantement découlant de tout un siècle au cours duquel la Chine a expérimenté des modèles d'enseignement supérieur étrangers et qui a abouti à la réorganisation en 1952 de tout le système d'enseignement supérieur d'après un modèle purement soviétique.

Les Chinois manifestent à l'heure actuelle beaucoup d'intérêt pour les voies de l'enseignement supérieur américain. Les changements qui s'effectuent comprennent l'établissement d'institutions où il faut payer des frais de scolarité et qui sont destinées aux étudiants de jour et, chose plus étonnante, la création de collèges privés, l'instauration de grades universitaires et le transfert de fonctions de recherche de haut niveau à des instituts de haut savoir.

Reflections on return from China

by William Goede

In an issue of the *Bulletin* early this year, I tried to define the rush of emotions as my wife and I arrived in China in the fall of 1982 to teach English at Tianjin University ("Culture Shock", February 1983). Now that we have returned to Canada, I would like to look back over the past year and recount in a calmer way some of our experiences and impressions in hopes that they might shed some light on what it is like to be a "foreign expert" in China.

We settled in quickly at the university after our initial experience of culture shock. I taught the advanced English Majors in the Science and Technology program; Marilyn taught the teachers of English. We were, with three others, members of the Tianjin University *waiban* (Foreign Affairs Office), our work unit. Our *waiban* interpreted broad educational policy in a way somewhat different from that of other *waibans* in the city of Tianjin.

I should say, at this point, that I find it difficult to make categorical statements about China. I admire but suspect those who, like Theodore White in his recent *Time* essay on China, can breeze through an account of such things. It seems to me that the more one knows about China, the less one understands. It is easy to register one's impressions of China in ambivalent and contradictory terms perhaps because it is a land of ambivalence and contradiction. This makes it one of the most interesting places in the world, but also one of the most difficult to talk about.

Take administration, for example.

Our *waiban* appointments and manages the affairs of foreign experts; the *waiban* at our sister university, Nankai, appoints and administers jointly with the English Department. There appears to be little uniformity in application, and I believe the reason for that is the massive bureaucracy and also the attempt to design and manage a socialist enterprise both modern and indigenous.

It would be wrong to see China as monolithic and centrist because local Party cadres retain a good deal of initiative and influence. At no time, however, did any cadre interrupt my work or interfere with my mandate.

But I want to emphasize, at the same time, that I gave them no cause for concern because I made it clear that I understood what constituted the "correct" attitude toward my studies: that I had been appointed to the university to "modernize" my students' appreciation of the world and the language, not by any narrow prescriptions, but, instead, by an outlook sufficiently "scientific" and "international". No one followed me around, nor did they sit in my classroom to make sure I followed "the party line".

I came to appreciate the wide measure of academic freedom I possessed. This may come as a surprise to Canadians who have been led to believe that there is no academic liberty in socialist countries. There were as many as 30 other foreign experts in Tianjin, and I never heard one of them complain about any interference. In fact, those experts who cared about China and were prepared to settle into a situation somewhat different from life in the U.S. and Canada were usually enthusiastic and positive about their work experience.

Still, the Chinese attitude toward Canadian and American experts is, well, curious.

In order to understand the situation, it is first

necessary to understand what the Chinese mean by "expert".

The Chinese people esteem written language and praise met of letters above all others. The Great Proletarian Cultural Revolution was, first and foremost, a move against letters, because letters are authority, and those in authority had lost the goodwill of the masses. Today, however, as before the revolution, the simple possession of a Ph.D. signifies the highest accomplishment, and thus we were allowed to work unhampered.

It was a kind of respect we have rarely felt in our own country.

Yet, along with being "expert", we were also "foreign", a term that needs a little explanation. By the word *wai* (as in *waiban* — foreign office — or *waiguoren* — foreigner) is signified that which is far away, outer, other, outre. A foreigner is, thus, an outsider, or stranger. As in Camus. He is not *zhong*, as in the word *Zhongguo*, which we translate as "Chinese". *Zhong* means centre or middle (and, by extension, "home"). *Zhongguoren* is, thus, people from home; *waiguoren* are strangers, with even more of a connotation than that of the existentialist's signification of alien. To the Chinese, it is less a matter of East and West as it is home (or middle) and outer and strange.

No matter how long a *waiguoren* lives in *Zhongguo*, no matter how dedicated to the Chinese cause, he will remain a stranger. Those who left North America and Europe in the 1940s to take their place with their Chinese comrades to expel the Japanese invaders and the Kuomintang remain to this day unequivocally *waiguoren*.

"We learn from our Canadian friends," say our hosts, yet we came to understand that what they meant was that they learn *through* us. It is a Chinese tradition to take what they need and transform it into something that is quintessentially Chinese. The difference between Chinese multiculturalism (or

pluralism) and that existing in the West is clear. In the U.S., foreigners are melted down; in Canada, they form an interesting configuration with no centre. But in China, the land of the Han, all things resolve ultimately into the centre, which holds. Even the minorities of China, protected by the constitution, are held to be interesting inside-outsiders because of the way the Chinese absorb experience and transmute it into themselves.

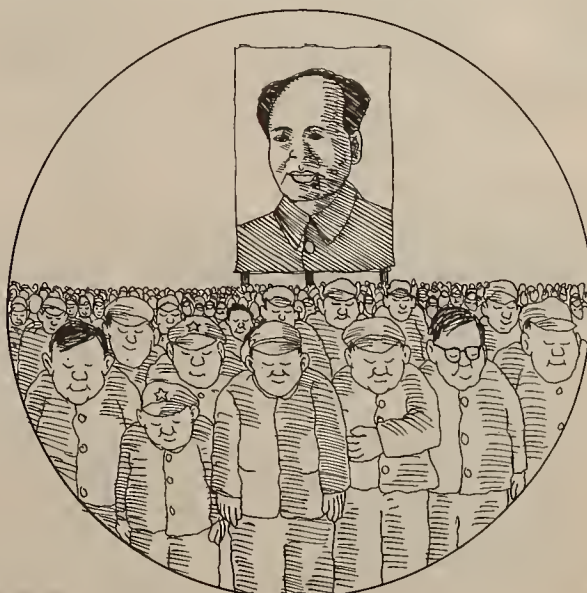
The duality of "foreign" and "expert" asserts itself in the art of making the foreigner comfortable in China. In hospitality, of course, the Chinese have no peers. Our hosts constantly spoke of making us feel at home in their country. Hotels for foreigners, for example, are called "Friendship" and celebrate in red banners the comradeship with friends from overseas. Yet it took us only a short time before we became somewhat confused by what the Chinese meant by it all.

At the Foreign Experts Guest House at Tianjin University, our "home" in China, we became aware of a peculiar way of responding to requests for comfort. We soon realized that our hosts held the view that, in China at least, the foreigner really does not know what he wants — or, if he does, then he must understand it is not always in his interest to be *that* comfortable.

Take the matter of colour TV and air-conditioning. Our palatial flat contained both these modern amenities.

Chinese television programs do not come on until 6 p.m. and go off the air at 10:30. Those same evening hours during viewing time are the most pleasant of the day. They are a respite from the heat and ideal for enjoying the outdoors, bicycling through the streets and meeting the real people of China. So television is not really a pressing need, nor is the air-conditioning. At best, an air-conditioning unit is a symbol of comfort.

The provision of these two items, however, meant that our hosts were trying to make us feel at home



Murray Long

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in China, because at home, they knew, we had both.

At the same time, we put in repeated requests for a simple wooden table to furnish our bare kitchen. The more we pressed on them our real wish to feel at home in our beautiful flat by eating our own meals there, the more other luxuries we received. But no tables.

Moreover, we pointed out to them that back home we ate Chinese food. We outlined the virtues of Chinese food: simple preparation, greaseless vegetables, steamed, with a minimum of meat. We said that we had found plentiful supplies of good vegetables the year round in the free markets of Tianjin, and that we found the food in the dining room, which was very greasy, not to our tastes. We were given linen tableclothes and napkins.

Oil is now, of course, a precious resource, and the Chinese use it in cooking since they had gone without for so long. They could not conceive of anyone not wanting it, and especially the foreigners who, they know, eat so well.

It seemed to us, then, that the purpose of the Waiban was not to keep us in line, but, often, to interpret our wishes for us.

What we really wanted, we were told, was to watch TV and keep cool.

Only after many of us began to slow down in November and then drop due to a run on colds and flu did they listen to our complaints and begin to serve us the most delicious soups. But, as soon as we were on our feet again — thanks to the soup and to care packages from home — it was back to the greasy food.

Requests for a simpler diet — or the same as that given to the Chinese guests — were met with the same response: "We will take it up with our leadership."

In China, this means no. Yes means yes, no no, and taking it up with the leadership means no.

The hotel registry is a case in point. Each guest house is a little hermitage, staffed with a small army of efficient and friendly people, among whose mandates is one we found particularly offensive: keeping the Chinese from the foreigners. Or, short of that, at least regulating the flow. Some Chinese may be suspicious of foreigners, but they seem to save their real apprehension for each other. Even today, many Chinese sport a deep-seated belief

that a fellow citizen out with a foreigner can be up to no good.

Yet many Chinese friends visited us in our apartment and we became close enough that, when we parted, both sides shed tears. They were lost family.

These people were, for the most part, happy, well-adjusted, articulate, understanding and patriotic; they tried very hard to understand, as well, the deep-seated fears that made their fellow citizens watch over them. They seemed intrigued as well that we ourselves were so upset about it.

The hotel registry was at the front desk. All our Chinese visitors, whether friends or students, had to sign it, state the reason for their visit, and enter the time in and time out. We met with our waiban and requested that the book be removed because it stood between us and the full exercise of our duties; we said that we knew why our visitors were loath to sign their names in the book.

Our hosts patiently explained to us that we were "guests" and there were rules for guests as well as hosts. Guests allow the host to make them comfortable. There were one billion of them and a handful of us; we had rooms full of goodies that the one billion did not have. They would bother us for favours and try to take advantage of us. When we continued to press for the removal of the book, they said: "We will take it up with our leadership."

Teaching at a university in China we found to be both satisfying and frustrating. Chinese university students are highly intelligent, open-minded and honest, healthy and sane. They are, of course, the top 3 percent of the high school graduates, but I would match them with our 3 percent any day. They want to learn, and the leadership want them to learn. It is a happy thing.

Collegiality? I speak only from my experience, of course, when I say that, though they were our colleagues, we did not appear to be theirs. We were never invited to share in the departmental responsibilities, nor were we invited to meetings. We invited them to our flat, but we were not invited to theirs. It appeared to us that the department was either a loose federation of teachers or an organization which was the business of others.

The likely reason for this is that the university is only five years old. All the organizational features were fuzzed or destroyed during the Cultural Revolution, and only now are they talking about degrees,

graduate school, and other common components of higher education in the West. So, we felt alone. Yet, at each intersection with others, we were shown individual examples of comradeship.

Our real frustration came from a lack of communication. Most information circulates by rumour. Your students will tell you what you are going to do today. The classrooms are poorly-lit, cold, the days are long. You will teach from 14 to 16 hours a week to students sitting in desks rivetted to concrete floors; the design of the room attests to the fact that Chinese students do not play an active role in the classroom. They know little about their own country and less about the ways of the outside world.

Thus, you see, you will be much appreciated. On the balance, then, what was our reaction: discouragement and frustration, or hope?

Definitely hope.

China is both past and future, though there is little of the present in it. You can find a place by sharing in the rebuilding of the New China. Nothing in our experiences changed our love for and admiration of the Chinese people.

You can't hope to change China, but you can contribute to the way it is going. Can you say, honestly, the same for your own country? Teaching in China is not for the career-prone academic, for the fastidious, the sickly, nor for those who think that by going off to China, they can escape the problems that have seeped into their own lives, and that, by fusing with something larger and more ideal, perhaps all one's personal sins will wash away.

It simply does not work that way. In China all one's problems intensify, and the presence of cheap imported and domestic alcohol only enlarges those problems.

No, in China you will learn what it is really like to be kept at arm's length, what it is to be alone, without supports, and you will have to come to grips with isolation and alienation, illness and the need to survive on your own.

We began the year at the Guest House with 30 foreigners — experts and families. At the end of the year, only ten of us remained. Most had gone back home for one reason or another — constant illness, frustration, boredom, homesickness. And of those who were left, eight of us were Canadians.



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Obscenity, pornography and civil rights

CAUT has long had an interest in questions of censorship since they relate very directly to free speech and academic freedom. For the past five years, there has been considerable attention paid by the federal government to one particular aspect of this problem: pornography. Legislation, of course, already exists which makes hard core pornography illegal in this country. But it is not easy to draw the boundaries in this area between legitimate and illegitimate books, film, videotapes and magazines.

In 1977, the government referred the issue to a parliamentary committee. The Law Reform Commission also studied the problem. The parliamentary committee recommended a drastic attack on pornography through amendments to the criminal code; the Law Reform Commission effectively recommended the decriminalization of pornographic offences and the placing of the problems within the ambit of municipal ordinances regulating stores.

Ron Basford, then Minister of Justice, brought in Bill C-51 in May 1978 to amend the criminal code along the lines suggested by the parliamentary committee, even though he had originally stated that the only problem that needed to be addressed was that of child pornography. The bill was widely opposed by members of the educational, literary and artistic communities because they feared that it would lead to the prosecution of *bona fide* literary, scientific and artistic works.

The CAUT produced a position paper entitled, "What about the Venus de Milo?" which was supported by a number of sympathetic groups. Essentially, the CAUT feared that sweeping changes to the definition of obscenity would not only allow the prosecution of pornographic picture magazines and the like, but it would also permit authoritarian groups on the Right to require the prosecution of works of art, literature and science which frequently portray in graphic terms sexual and erotic matters.

Bills C-51 and C-21 (which merely reiterated the previous bill for a new parlia-



Murray Long

ment) both died on the order paper.

In January 1981, the government tried a new approach. It decided to revert to its original 1978 position and introduce legislation to deal with the question of child pornography. Instead of tampering with the definition of obscenity in the criminal code, the bill focused on making the sexual exploitation of children illegal.

In appearing before the Justice and Legal Affairs Committee, the CAUT generally supported this approach but suggested a number of refinements to the legislation which would make it clear that the bill was intended, via the criminal code, to deal with the procurement of children for obscene performances or the production and sale of obscene materials based on such performances.

Instead, the government introduced further amendments of such a sweeping nature that it would probably have become illegal to put on a performance of Romeo and Juliet (because Juliet was 14), or to kiss one's

grandchild. The bill was in fact laughed out by the press, much of whose material was supplied by the CAUT. It was a great pity that the government forced such a confrontation because it meant that the real issue was never addressed.

In June 1983, the current Minister of Justice, Mark MacGuigan, abandoned the issue of child pornography and introduced new amendments to the criminal code. These stated:

"any matter or thing is obscene where a dominant characteristic of the matter or thing is the undue exploitation of any one or more of the following subjects, namely, sex, violence, crime, horror or cruelty, through degrading representations of a male or female person or in any other manner."

The problem with the legislation is that the terms are extremely vague. It took many years for the courts to arrive at a reasonably sensible handling of obscenity cases under

the present provisions of the criminal code. The CAUT recommended to the three political parties that, if they were going to pass legislation similar to that proposed by the Minister of Justice, they should include specific safeguards for *bona fide* literary, artistic and scientific works (see letter to Mark MacGuigan). The Minister also set up a committee to study pornography (as well as prostitution) to report in December 1984. Nevertheless he intended to press ahead with his own amendments without any report from the committee.

Meanwhile Mr. Justice Borris, in a widely publicized case in Toronto based on the existing criminal code, judged 24 video tapes and found 11 obscene. He attempted on the basis of community standards to draw a distinction between explicit erotica which he judged to meet community standards and sexual violence which he judged did not. This Minister's legislation died on the order paper in December, but Mr. MacGuigan indicated that he would be reintroducing these amendments in the new parliament.

In addition to these legislative moves, the government also created a sub-committee to consider changes in the Broadcasting Act in relation to sexual exploitation. This arose from public outcry about the use of Playboy films on First Choice. CAUT has taken no position on this matter to date.

The contributors to this symposium have been asked to comment on the issue in general and on Mr. MacGuigan's proposals to amend the criminal code.

The issues raised are very serious. There are those who clearly wish to ban any reference to adolescent sexuality or any works which have an erotic content, regardless of whether they are generally considered to be of *bona fide* artistic worth or redeeming social value. The fate of the film, "Not a Love Story" in Ontario clearly shows the intent to ban reporting on such subjects as well.

Yet feminists have an obvious interest in stemming the avalanche of pornographic violence most of which is directed against women. It is not easy to reconcile these two legitimate concerns.

The real problems behind controlling pornography

by Doris Anderson

Doris Anderson is the president of the National Action Committee on the Status of Women. She is former editor of *Chatelaine*, the author of two best-selling novels, *Two Women* and *Rough Layout*, and is presently working on a third novel set in Ottawa.

A year ago on a chill January day, hundreds of women and men demonstrated in cities across Canada against the decision by First Choice to show "adult" films on pay TV. Putting aside the question of whether such dubious material should qualify as "Canadian" content, the reason so many women marched that day was out of sheer rage over the escalating amounts of pornography everywhere in Canadian society.

In just ten years, pornography has grown from a \$5 million business to a \$10 billion business. Ten years ago the average woman never had to confront a "blue movie" or a pornographic magazine. Today, blue movies come along with *Star Wars* and *On Golden Pond*. A child going out to buy a jug of milk

often has to pass a massive display of women's genitals laid out like so much meat.

But the marching women and men are not your traditional crusaders out for law and decency. Even more important, they are extremely wary of being clumped together with the Moral Majority who want to ban all sex. The angry women are mostly young feminists. Far from being Mrs. Grundies clucking over a little nudity, they are part of the post-sexual revolution, free of sexual hang-ups and confident of their own sexuality. They have no trouble distinguishing between erotica, which they regard as a passionate celebration of sex between two equal partners, and pornography which is something quite different.

Pornography, they believe, is anything but joyful. Women, children, and less often, men, are depicted as objects to be used. In its worst forms women are bound, burned, branded, beaten, chained and gang-raped. Their nipples are mutilated, their genitals ripped. Worse — the victims are shown to be enjoying their degradation and pain.

Feminists see pornography as part of a sexist society where power and control remain a male monopoly. This is the same society that took ten years to stiffen up the Criminal Code on rape, because many men still believed women "ask" for it or actually enjoy it.

Feminists see pornography as hate literature against women. If blacks were being beaten or branded for someone's entertainment, or Jews were being mutilated or strung up on hooks for amusement, society would stop it. There are laws that can be used to try to stop this kind of material. Women don't have any such protection. Civil libertarians are fond of turning the argument on more control of pornography into a debate about free speech and democratic rights. As Robert Fulford wrote last spring in the *Toronto Star*, "Fueled by feminism, censorship is on the march again."

He then went on to add, "For several years feminists have been studying pornography with increasing dismay and rage. They have discovered what men have always known,



Doris Anderson



that the part of the male personality mirrored by certain forms of pornography is ugly and menacing."

Later, in September, he wrote, in a more conciliatory vein, "Pornography is the Pandora's box of liberalism and thinking about what form liberal society must take, requires thinking about pornography."

An equally violent argument revolves around the research. For years women were silenced by the results of the Danish experiments. Denmark gave free reign to pornography in the 1960's and sex crimes were said to have decreased. However, we now find the statistics were sloppy and questionable. Today, more and more researchers are correlating battered women and incest involving children with pornography, but the evidence is inconclusive.

Social science has not proven that pornography causes sexual aggressiveness and violence. In fact, given the strict standards of evidence in such research, it would be virtually impossible to do so. However, there

is a large and growing number of studies which indicate that there is a high likelihood that pornography can reinforce dangerous sexual attitudes and behaviour, and a good likelihood that it can be a direct cause of such attitudes and behaviours. Male subjects with a history of sexist attitudes are more likely to be negatively affected. Thus there is growing evidence to indicate that pornography may be a contributor to the perpetuation of violent and dangerous sexual attitudes and behaviors.

Another argument for controlling violent pornography is the effect it may have on the young. Young males have an insatiable curiosity about sex. With violent pornography readily available, they may come to believe that women actually like to be beaten, raped, kicked. With such attitudes, their ability to relate well to the growing numbers of liberated young women would seem to be very dim indeed.

The crux of the problem is how to control pornography without getting Margaret Laurence banned in schools and customs officials confiscating "Ulysses" at the border. How do we stop soft porn on TV from turning into hard and sadistic porn because the customer is quickly bored? How do you raise a new enlightened generation where men don't think they have to prove their masculinity by degrading and dominating women — or worse, conditioning young girls to believe they have to put up with it?

A healthier attitude to sex and more sex education in the schools would help. If women were truly equal in our society, there

would be no need to portray them as retarded nymphets who love being degraded and humiliated. As Dr. Thelma McCormack, sociologist at York University, has written: "Pornography interferes with the right of women to participate as equals. It is part of the broad misogynist patriarchal society. What we need as feminists is a massive subsidy to present our own version of our own sexuality — our own art, our own galleries, our own magazines. The new concept of civil liberties is the right to have access to the media. The old concept of civil liberties is naive about the meaning of a patriarchal society. There is already censorship because we can't get our point across."

The present Criminal Code is not equipped to deal with the problem of pornography. Section 159(8) reads: "Any publication, a dominant characteristic of which is the undue exploitation of sex, or of sex and any one or more of the following subjects, namely crime, horror, cruelty and violence, shall be deemed to be obscene."

Since sex has to be a component before the item can be termed obscene, the emphasis is on the exploitation of sex rather than the exploitation of people. The current obscenity section is vague and subjective. The very objective of the law "to preserve morals" allows convictions of material on the grounds that it shocks or disgusts the judge or jury. When judges and juries are without a comprehensive definition of the crime, the defendant is left at the mercy of personal opinion. A law that is not identified in meaningful terms cannot command acceptance.

However, just this Last October, Judge Stephen Borins, a York County Court judge in Ontario, ruled that 11 out of 24 videotapes in a test case, were obscene under the present law. This was the first time a Canadian judge has exercised the Criminal Code to rule against violent pornography.

In June Minister of Justice Mark McGuigan proposed changes in 159(8) of the Criminal Code which would alter the definition of obscenity to involve undue exploitation of sex, violence, crime, horror, cruelty, and human degradation. The Ontario Liberal party went even further in its recommendations for changes to the Criminal Code. The Party would make it unlawful to possess, rent, purchase or lease pornographic material.

A Task Force on Violence Toward Women and Children, which has been sitting for over a year in Toronto, has also been considering how the Criminal Code might be changed to get rid of violent pornography. A definition developed by the sub-committee on pornography, is a narrow one, aimed at violent pornography and not to be used to attack nudity and erotica. The recommendations involve taking the new definition out of the public morals section of the Criminal

Code and making a new section under "Pornography." The point of this exercise is to remove the whole subject from all previous judgements involved in public morality under the obscenity section of the Criminal Code.

There are precedents for more regulation of pornography. The North American impression is that Sweden is a hedonistic bastion of sexual freedom where anything goes. But this is no longer true. In Sweden a clear line has been drawn between erotica and pornography. Violent pornography and excessive violence of any kind is not permitted in television and the movies. Pornography shops are strictly regulated and barred from areas where children congregate or where women might be offended. The largest grocery chain has forbidden the sale of magazines with nude pictures on its racks. Videocassettes which feature prolonged and offensive violence are banned.

Surely we can manage to control what so many people find offensive in Canada as well. What is so frustrating to female lawyers and women in general is the attitude that there really is no solution that will work. The civil liberties attitude is that women just have to put up with the increasing violence and its availability, and eventually everyone will become more enlightened and there will be a stop to it.

The Draconian choice presented is: put up with an open society where any kind of degradation of women has absolutely free expression, or, alternatively, return to a turn-of-the-century, anti-sex puritanism.

Women can't believe, in 1984, that a sophisticated society with a will cannot find a suitable solution to this problem. Women are then forced to wonder whether the answer to the problem lies not in forming laws that will work, but in educating a whole generation of men — many of whom are in the legal profession and some of whom sit on the bench — about what is offensive and degrading to women, and what is not. It is hard not to conclude that the effort to shape laws that will give clear direction to male-dominated courts and will not be misinterpreted seems to be one of the biggest problems.

It's true that society has not been able to stop drunken driving, vandalism, shoplifting, tax evasion. But we do not condone such acts, or make them legal. We continue to pass laws and regulations to control them so that they will not harm the rest of us.

We have to ask ourselves: would the problem of controlling pornography be so difficult, and would people be so defensive about civil liberties and free speech if women were flocking to buy magazines where men's testicles were being used as pin cushions and their penises were being pushed through the Cuisinart?

House of Commons debate on obscenity legislation September 29, 1983 CRIMINAL CODE

SAFEGUARDS FOR WORKS OF ART

Ms. Lynn McDonald (Broadview-Greenwood): Madam Speaker, my question is for the Minister of Justice who is no doubt aware, because I gave him notice of the question, that the Canadian Association of University Teachers has made representations on the inclusion in the new obscenity legislation of some safeguards to ensure that the new laws cannot be used to go after genuine works of art, to hinder scientific research or political discussion of pornography. Would the Minister agree that these are sensible safeguards, and give a commitment to introduce them at the same time as the provisions he has already put into the draft legislation?

Hon. Mark MacGuigan (Minister of Justice): Madam Speaker, I do thank the Hon. Member for notice of her question. I am, in any event, aware of the representations of the Canadian Association of University Teachers. There already is a safeguard provision in the Criminal Code for work of that kind. Section 153 (iii), which is known as the "public good defence", does exempt works of that merit. I am not aware of any history of persecution by Attorneys General in their administration of the legislation which would justify changing the character of the existing Section to put the onus entirely on the Crown. I really do not see why there should be any need at this time for a change of that kind to give a broader protection than now exists, because the existing Section seems to be quite adequate.

BALANCE URGED IN LEGISLATION

Ms. Lynn McDonald (Broadview-Greenwood): Madam Speaker, the existing provision refers to the public good but is not as specific. I trust the Minister will realize, as what is being proposed, which says quite specifically serious artistic, scientific, medical, literary or political value. It also gives some other specifications about use in universities and so forth.

Does the Minister realize that what the community wants is a much more vigorous implementation of the law, and in order to get that we need new safeguards as well? We do not want new vigorous laws to go overboard and in the wrong direction. The CAUT proposal would be a means of giving some equilibrium to the law. The new law would be tough, but it would be directed to real pornography and could not be used as an excuse for a new witch-hunt of people like D.H. Lawrence or our own Margaret Laurence.

Hon. Mark MacGuigan (Minister of Justice): Madam Speaker, I welcome the assertion by the Hon. Member that what is desired is a more effective law on obscenity. That is the objective on this side of the House as well. It is inconceivable to me that under the present law, or the law as we propose it, a court would find there is undue exploitation of sex or violence or any of the other categories in a situation where there was serious artistic, literary, or scientific merit. I do not really believe Madam Speaker, that there is a problem here which needs to be addressed beyond the way in which it is now dealt with in the Code. Obviously when that legislation is introduced we will be having discussions about that, and the Hon. Member can make her point again.

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Obscenity laws outmoded, need to be tougher

by Lynn McDonald

Lynn McDonald is Member of Parliament for Broadview-Greenwood.

Canada's obscenity laws are woefully outmoded. The section is in the Criminal Code under the general title of offences "tending to corrupt morals", hardly the point with the new pornography. There are separate sections banning crime comics, material advocating abortion, and articles for the enhancement of sexual virility. Section 159 (2) (c) prohibits the public display

of a "disgusting object", whatever that might be. (Actually, I think I know but won't say).

Obscenity itself is defined as the "undue exploitation of sex," or of sex and "crime, horror, cruelty and violence." In practice, the courts have interpreted this to mean a sex scene with a male genital organ defying the laws of gravity. Even extremely brutal violence against women has been permitted, because violence by itself does not count. So, the woman put into the meat grinder, and the woman writhing against the barbed wire are not obscene. Much child pornography is not against the law, thanks to this interpretation. The result here is that police are not even laying charges.

The laws need to be tougher, but more sharply focussed. Specific provisions are needed for child pornography, far better defined than the Justice Department's last attempt. The proposed amendment to include violence even without sex, and add degradation are in the right direction. This is the real threat the new pornography poses, but a complete redrafting of the definition section is needed.

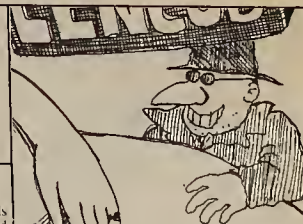
I support the CAUT's recommendation that specific safeguards be written into the legislation, to insure that scientific works, literature and art are excluded from the definition of obscenity. Against this, the Minister of Justice has argued that the defence of being "in the public good" has always been available. True. Further, there just aren't any recent examples of serious literature or art works being prosecuted in Canada. Those nasty attacks on Margaret Laurence had nothing to do with the

Criminal Code, but were school boards removing her works from reading lists, and even library shelves. All this requires quite a different response. Still, it would be desirable to make the obscenity laws more precise.

Another CAUT proposed amendment seems unnecessary, that works be taken as a whole, for the courts have already been doing this. Still, it would be better to have this written into the law. The Department of Justice is concerned that the safeguards would add to the work of prosecutors, forcing them to introduce evidence that a magazine or videotape or whatever had no literary merits and, taken as a whole, was obscene. Prosecutors now, instead of the defence, might have to call expert witnesses. A good thing, I say.

How harmful pornography is in terms of instigating actual violence against women or children is not known with any certainty. The evidence is accumulating from surveys, clinical reports and psychological experiments. The increased extent of violence, and the increased use of children in pornography, is well documented. Child abuse cases seem to be getting worse qualitatively. (Increased numbers may simply indicate better reporting, hence mean less). Clinicians report more grotesque examples, in some cases with pornographic materials being used as a model. Women in shelters for battered women report being forced to re-enact pornographic scenes.

The Department of Justice has commissioned no studies on the relationships between violence and pornography, despite requests, over the years, to do so. The major



experimental psychologist, (Dr. Neil Malamuth) working on the problem in Canada recently left for Los Angeles. He'll no doubt be closer to sources there, but has left a serious gap in the field here.

In broadcasting, censorship as such is not an issue, but regulation and licensing are. There are always more applications than air waves or channels available. Somebody/some company seeking a profit will always be turned down, yet nobody calls that censorship. Broadcasting is more extensively regulated in Europe than Canada, but our standard of comparison is the United States, where de-regulation is the rule. Is freedom of expression greater in the U.S. than Europe?

Canada's broadcasting regulations forbid abusive comments and pictorial representations on the basis of race, religion and creed, but not sex. There is pre-screening of all commercials aimed at children, and any commercials on alcohol, drugs or tobacco. There are special regulations on programming on venereal disease and birth control. Programming of low quality is forbidden by Act of Parliament. Yet why does it suddenly become a matter for civil libertarians when women want protections against abuse?

An annotated bibliography on the relationship between violence and pornography is available on request from my office in Ottawa.



Lynn McDonald

June Callwood is a Canadian writer and broadcaster.

With all three federal parties in warm pursuit of legislation that will please women and cost nothing, the likelihood is very great that Justice Minister Mark MacGuigan will be able to sweep through the House of Commons his proposed amendment to the obscenity provisions of the Criminal Code.

It is manifestly cheaper to give women the anti-pornography laws many of them seem to want rather than address the same old dreary problem, which is that most of the country's poor are women.

Canadian obscenity laws already are the

Pornography and the law: a delicate problem

by June Callwood

most severe of all the democracies' and have been augmented by provincial censor boards and quasi-legal municipal bylaws requiring tasteless magazines to wear brown paper covers. The present law states that undue exploitation of sex, or sex and violence, sex and cruelty, sex and crime, and sex and horror is against the law.

The anomaly here is that a beautiful drawing of a man and woman making love may be obscene — as the Criminal Code sees it — while a film showing a woman being hacked to death is not. The proposed revisions would extend the legal definition of obscenity to cover material in which no recognizable sex act occurs but there is an undue amount of cruelty, horror, crime, violence or human degradation.

The delicate problem of defining what is due degradation and due cruelty, etc., will be solved by arresting a lot of people and taking them to court to find out which ones are guilty. This same process was used to reach a rough understanding of what our present obscenity laws mean and took 30 years, during which there was rarely a unanimous verdict.

"Undue" is a slippery word to find in a code of laws with frightful penalties. The night manager of a convenience store knows exactly what is a theft and what is not, and why a parking tag is on the windshield, but cannot be sure until the Supreme Court says

so whether a recently delivered bale of books makes him or her a criminal.

The proposed extension can provide Canadians with a laundered world that would be the envy of less ordered nations. We could be spared the ugly Amnesty International reports of torture, news films showing slaughter and starvation, the ravens of Grimm's ogres and all movies about mad dogs, birds and bees.

The Canadian Association of University Teachers already is scrambling to protect scholarship against Mr. MacGuigan's law. CAUT is asking that bona fide professors, students and researchers, as well as persons with written permission from doctors, be exempt.

It's an entertaining proposal, reeking with confidence that educated people are immune to corrupting influences, and merits broadening. The clergy, perhaps, should also be exempt, particularly in the light of Milton's dictum that good cannot be defined in the absence of evil. People of firm moral principles should also be excluded, if this would not present too vast a population for the administration to handle.

The argument for more obscenity laws is twofold. The simplistic one is that hard-core porn will vanish and men, lacking the inspiration of pictures of bizarre violence, will stop raping women. This same hope inspired the suffragettes, who wanted prohibition in

the belief that if men couldn't get drunk, wives would not get beaten.

The more thoughtful view is that tough new laws, whether they work or not, will be symbolic of society's rejection of the debasement of women and might signal an attitudinal change that will make the current slime unpoplar.

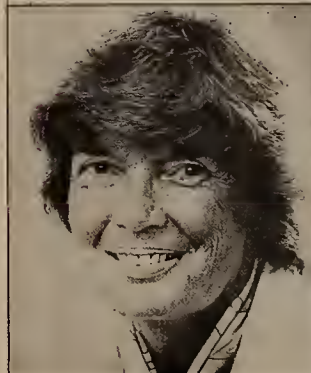
The debate avoids a basic tenet, which is that animals do not brutalize their equals.

Men hurt women because women are weak. Women are no match for men physically. But it need not follow, as it always has, that they also should have less income. Money is dignity; money is mobility; money is protection. If women had the same job expectations and earned as much as men do, the dynamic of bully and victim would collapse.

While many women are firing themselves up to obtain dangerously imprecise obscenity laws, real women are getting real beatings every day in so-called "domestic disputes" about which the police and courts are largely indifferent; and living children are being subjected to soul-searing incest but the charge of incest is almost never laid.

There's a lot around that is undue. Pornography is the least of it, in my opinion, in a cold, cold sea.

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June Callwood



Aggressive-pornography and aggression against women

by Neil M. Malamuth

Professor Malamuth is with the Communications Studies Department at the University of California, Los Angeles and is associated with the Department of Psychology at the University of Manitoba.

In this article, I would like to summarize some of the findings of our research program on the effects of aggressive-pornography. This research is part of our broader focus on the interaction among cultural, individual and situational causes of male violence against women. It has been conducted over the past seven years with the generous support of the Social Sciences and Humanities Research Council of Canada. I would like to acknowledge the important

contributions of several graduate students who collaborated in this research, particularly James V. P. Check, John Briere, Joseph Ceniti and Barry Spinner.

The subjects in this research have primarily been male and female graduate students, although some non-students from the general population participated as well. We have used a variety of methods and settings to conduct the research, attempting to balance the advantages of laboratory control and rigor with those of greater realism in field settings. The following conclusions have emerged from this research:

□ The frequency of aggressive themes (i.e., rape, coercive sex and sadomasochism) has increased significantly within sexually explicit media within the past decade. These increases occurred within both "hard-core" and more "soft-core" stimuli such as *Penthouse* magazine. However, it is important to note that such themes are not limited to sexually explicit media (referred to herein as pornography without any pejorative meaning necessarily intended), but similar portrayals of aggression against women are found in many other areas of the media (e.g., television soap operas).

□ Exposure to aggressive-pornographic media images can significantly increase the acceptance of violence against women among many male subjects. Similar effects are generally not found with female subjects. These findings have consistently been found in laboratory and field experiments.

□ Following exposure to aggressive-pornography in the laboratory, males will engage in more aggressive behavior against female targets than following exposure to nonaggressive pornography or to neutral stimuli. Aggression in the laboratory was measured by subjects' willingness to administer aversive stimuli against another person. In a related research program at the University of Wisconsin-Madison, Edward Donnerstein and colleagues have also found that exposure to aggressive-pornography increases male laboratory aggression against female but not male targets, and that such an increase is greater than that produced by exposure to aggressive media images in a nonsexual context. The effects of exposure to aggressive-pornography on the aggressive

behavior of female subjects has not been investigated.

We have also found that in the context of other influences designed to inhibit aggression, exposure to aggressive-pornography does not significantly increase male aggression against women. This finding should remind us that aggressive-pornography is, quite obviously, only one of the many factors that may influence aggression and that other factors may mitigate its impact.

As well, it is important to stress two additional points related to this aspect of the research. First, it would clearly be inappropriate to extrapolate in any simplistic manner from laboratory aggression to real world violence such as rape or wife battering. While we have found that males who accept to a greater degree justification for such real world acts of violence are indeed more aggressive against women in laboratory settings, the actual expression of aggression in the laboratory is a far cry from the commission of violent crimes. Thus, while we can conclude with some confidence that exposure to aggressive-pornography in "real world" settings may increase attitudes that reflect tolerance of male violence against women (and thereby indirectly influence the actual occurrence of such violence) we do not have data that show that such exposure to aggressive-pornography directly affects the commission of violent crimes.

A second point that I would like to stress concerns exposure to sexually explicit portrayals that do not depict aggression but that are specifically selected because they portray males and females in humanized roles that involve mutual consent and equal power (unfortunately, it is not easy to find such portrayals in the current market of sexually explicit media). We have found that such stimuli do not increase violent responses and under certain circumstances may even reduce them.

Males from the general population with higher inclinations to aggress against women are more sexually aroused by and appear to be more likely to be influenced by aggressive-pornographic media portrayals than males who are less inclined to aggress against women. Inclinations to aggress against women were measured by men's self-reported likelihood of committing violent acts such as rape if they could be assured of

Hon. Mark MacGugan
Minister of Justice

I write in connection with the government's proposed modifications to the definition of obscenity in the Criminal Code. Dr. Donald Savage, the Executive Secretary of the Canadian Association of University Teachers, has had the opportunity to discuss this matter with Mr. Mealey. I understand from him that you intend to alter the definition of obscenity to include violence and degradation.

The CAUT fully comprehends the desire of the government to ensure the restriction, in particular, of the type of video cassettes sold in British Columbia by Red Hot Video. It is our hope that you will acknowledge that it is desirable that changes intended to secure this end not open the possibility for inappropriate attacks on scientific, literary, artistic, medical and educational material. If the government proceeds with new definitions of obscenity, it ought to provide signposts to the courts to indicate that certain areas are not intended to be covered.

You will recall that it took some thirty years of litigation before the Canadian courts reached a position on the meaning of the current definition of obscenity, which now normally safeguards serious works of art and literature. I very much hope that universities, museums, the publishing industry and others will not have once again to enter into a long struggle to assure appropriate interpretation of a revised definition.

It is with these concerns in mind that I write on behalf of the Association to recommend the following changes in the proposed amendments:

1. Any prosecution should have the consent of the relevant provincial Attorney-General. (This would mean that any abuse could be addressed in a meaningful way in the provincial legislature, and that the Attorney-General would have to commit himself or herself directly. We were pleased to note the government's willingness to introduce such a provision in the case of the legislation concerning child pornography; we hope the government will perceive a similar need in this case.)
2. The addition of the following two sections to any new legislation:
"No person shall be convicted of an offence under this section if the material disseminated was restricted to:
(a) a person associated with an institution of higher learning, either as a member of the faculty or as an enrolled student, teaching or pursuing a bona fide course of study or conducting or engaging in a bona fide research program, to which such material is pertinent, or
(b) a person whose receipt of such material was authorized in writing by a licensed or certified psychiatrist, psychologist or medical practitioner."
3. And the following addition to any definition of obscenity:
"and taken as a whole, lacks serious artistic, scientific, medical, literary or political value"

You will recognize that these provisions are almost identical to proposals made by Mr. David Kilgour, M.P., who in turn was inspired by the legislation introduced into the United States Senate by Senator Edward Kennedy. The incorporation of such suggestions into any proposed legislation would go a long way toward ensuring that the courts understand that the bill is intended to eliminate clearly obscene and undesirable material and not to attack or to give the opportunity to attack serious works, whether these be scientific, artistic, political or literary. It is the CAUT's perception that this is the goal of the government in introducing this legislation; it would, therefore, seem clearly wise to enshrine it explicitly in the legislation.

The CAUT is also cognizant of the argument for the defence of the public good, but remains anxious that the legislation may, if introduced without such provisions as those recommended above, simply provide a licence to attack serious and respected works. The process to ensure that such works were not banned in Canada was a long and arduous one under the current definition whose main focus is on sex: the addition of violence and degradation could potentially, without the addition of adequate safeguards, place many other important works in jeopardy.

I am, of course, aware of the reluctance of the Crown to be made to prove that an item has no serious artistic, scientific or political value. Although such proof would require the finding of respectable witnesses in much the same manner as has been done in the past, this does not seem an unreasonable or impossible task.

I believe that you will recognize that the CAUT has never been among those who advocate the simple abolition of all censorship. Throughout our discussions with the government we have favoured the retention of the obscenity provisions of the Criminal Code, and we supported the decision of the government to attack the procuring of children for the purposes of child pornography. Our current concerns are straightforward and would, I think, be met by the inclusions we recommend. We simply object to any drafting which could have the unintended result of banning serious artistic, scientific, medical or political works, or of impeding bona fide university research in Canada.

Yours sincerely,
Sarah J. Shorlen, Ph.D.
President
Canadian Association of University Teachers



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Censorship may not be answer to porn

by Thelma McCormack

Professor McCormack is with the Department of Sociology at York University. She is currently on a short-term assignment with the parliamentary Standing Committee on Culture and Communications.

Section 2(b) of the Charter of Rights and Freedoms should have brought a feeling of elation to the academic community, for it affirms in language that is unequivocal the right of freedom of expression. Everyone has the following fundamental freedoms: (b) freedom of thought, belief, opinion and expression including freedom of the press and other media of communication.

Yet, no one is rejoicing. A recent Gallup poll indicated that 58% of Canadians were in favour of censoring TV, surely one of the most innocuous and least controversial of our mass media of communications. But there are some other reasons why we feel concern.

First, we are living in a very conservative era, and the scenario here and in the United States as well as in the U.K. is simple: deregulate the economy and regulate morality. Doris Anderson speaks about the large sums of money in the pornography trade. I am not sure this is true, but it should be borne in mind that there is no shortage of funds on the other side. The sunbelt money that went into defeating the E.R.A. in the U.S. has been laundered again and is going into crusades for decency and campaigns to defeat affirmative action.

Second, the growing schism between the feminist movement and civil libertarians has had its own "chilling effect" on people of good will. Not all feminists feel as strongly on the question of pornography as Lynn McDonald does, but there are a sufficient number who do to place it fairly high on the feminist agenda, and, in any case, all feminists, regardless of ideological persuasion, resent as insensitive the defense of pornography by male colleagues.

The tragedy is that these two groups, feminists and civil libertarians, need each other, now more than ever. Feminists will need every bit of support — financial, legal, educational — they can get in their fight for reproductive rights, the issue that will dominate the remainder of the decade, while the civil libertarians who seem to have become increasingly sclerotic, literally and

symbolically, can ill afford to alienate one of the most dynamic social movements in the country and in contemporary history.

What, then, is the basis for a rapprochement? Sneering comments by feminists about censorship as a "red herring" will not help. Freedom of expression is a cornerstone of a free society, and while it is not an absolute right, a very strong case of harm must be demonstrated before we should consider any limitation on it. Professor Malamuth has indicated that we are a long way off from having that type of evidence, and our recent experience with the War Measures Act should be a warning about the dangers of haste.

Equally, however, civil libertarians who draw up long lists of foolish past decisions to illustrate the banality of censorship will not build any bridges either. To ignore pornography, to treat it as a "victimless crime," is to ignore the reality of a patriarchal society and the challenge to it by a militant women's movement. In the present political context where women are carrying a major burden of social change, pornography cannot be dismissed as a public nuisance or a subjective delusion ("smut is in the eye of the beholder.")

Censorship may not be the most effective or the wisest response to pornography. There are many who think it creates more problems than it solves. Others say it is "overkill," an attempt to solve a political problem by military means; still others believe that in an age of regulatory government such statutes as proposed are anachronistic. There is also evidence that censorship doesn't work. The point is, however, that there must be a response to pornography, for although it is not "a clear and present danger," it does enough damage of a diffuse nature to the political culture of women to require attention.

I think, then, we must reconstruct a new civil libertarian policy that is (1) committed to social change and does not attempt to remain neutral; (b) based on a more contemporary understanding of communication; and (3) one that reflects the realities of social conflict. Meanwhile, I want to touch on a few selected issues that are of vital concern to the academic community.

1) When is pornography pornography and when is it dissent? Feminists do not regard pornography as dissent. They see it as profane, offensive, degrading, but in no way a radical doctrine endangered by the "tyranny of the majority." On the contrary, their own views on the family, the economy, on health and reproduction are a threat to an entrenched power structure. But pornography which is an extreme form of misogyny is not.

Still, there are difficult cases. For example, during the '60s the counterculture was espousing "porno-politics," a theory that the humanizing of politics would occur when libido was more of an active force in social planning and the political process. Herbert Marcuse who expounded this thesis was free to write about it, publish books, speak to student audiences, but the underground media which carried his message (often with some Aubrey Beardsley type of drawings) were not. The state came down hard on publications like the *Berkeley Barb* and *The Georgia Strait*. I mention this because I do not think the underground media would meet the criteria for exemption which Sarah Shorten specifies in her letter. Indeed, I am no longer sure that in an age of multi-media and diversity of taste-cultures that distinctions based on quality or seriousness of intent can be made without getting into problems of class bias. In mass society the battle over the *tradition des clercs* was lost.

More recently, one of the studies which Professor Malamuth conducted used Lina

Wertmuller's film, *Swept Away*.⁶ The findings were that exposure to the film increased acceptance by men of violence against women. (If true, it should have increased their acceptance of Communist Party beliefs, too.) *Swept Away* is no great film classic, but it is a political film where the violence and virility of the hero were intended to convey the life force of the proletariat. When the film is taken literally, as feminists do, the film is pornography (with more than a touch of sado-masochism); when it is taken politically, it is dissent. And when students of Northrop Frye analyze it, it is something else again.

2) How important is reality? June Callwood raises this question when she suggests that in our fixation on pornography we are putting the cart before the horse, that we should be looking at what people are doing to each other. She is so right. There is something very strange about the way people overreact to the mirror of reality and reach for their guns to shoot the messenger. For example, our "nipples are being mutilated, our genitals torn out" not by the editors of *Penthouse* or *Hustler* but by the respected and respectable medical profession which until recently carried out radical mastectomies and hysterectomies which women did not need, want or ask for.

Still, I do not entirely share Callwood's confidence that with equality pornography will just disappear. In places like the Netherlands or Denmark where, by most indices of gender equality, women are well ahead of us, there is no corresponding disappearance of pornography. I think the lesson we can learn from places like Amsterdam and Copenhagen is that when you have gender equality (near or almost) the negative function of pornography for women changes; it cannot devalue or degrade them; it no longer serves as a source of sexual role-models. But erotica does not automatically replace pornography.

3) Should we protect children from anti-social role models? In almost all discussions of censorship, the argument is made that it is needed to protect children from anti-social role models. Sooner or later we get the updated version of Red Ridinghood. A sexually innocent child, usually female, is sent to the local convenience store for a jug of milk. There she decides against her mother's advice — "Go straight to your grandmother's house" — to dally and pick some flowers or look at magazines. All at once she encounters at her own eye-level lewd magazines (Hugh Hefner) which display breasts and female buttocks. The imprint on her psyche is traumatic. No longer sexually innocent, she has been symbolically seduced and grows up to have a bad body image of herself.

If this script is taken seriously as a basis for social policy it would push jurisprudence back a hundred years or more to the Hicklin rule which made the test of obscenity anything that would "deprave or corrupt those whose minds are open to such immoral influences, and into whose hands a publication of this sort may fall."

But for our purposes the story raises the question about the nature of social education, formal and informal, whether children should be sheltered from anti-social role models as a form of preventive morality or whether they should be educated to make choices, to exercise judgment and learn to tolerate, as they must in cities, a great deal that is ugly and different from their own cultural values. Censorship, according to the second perspective, does not protect children; it just prevents them from growing up. It enables them to live in socially homogeneous suburbs but not in our modern urban environments.

In the last analysis, then, the censorship



debate is about philosophies of education. I want to conclude, however, by suggesting that the real censorship in our cultural lives is the kind created chiefly by the economics of the media. Section 2(b) without some kind of economic strategy to give feminists and other dissident groups access to the media is just lip-service to the cause. The generosity of its spirit will be destroyed by the bitterness of those groups who, if they are unable to have real justice, will demand punitive justice.

Notes

1. Gallup Poll, March 24, 1983.
2. According to *Variety* (Nov. 16, 1983) "Porn Pix" are down for the second year in a row. (Censorship are up). In any case, it is not clear whether the profit is in pornography alone or in the tie-in with drugs and prostitution. But one thing is clear. The people prosecuted under the Criminal Code — the editors of *The Body Politic*, the people who organized the film festival at Trent University — were certainly not profiting.
3. See her article "Censorship and the New Pornography" in *The Canadian Forum*, No. 3, May 1983.
4. Child pornography statutes are a good example. See James W. Moore, "Child Pornography, the First Amendment, and the Media: The Constitutionality of Super-Obscenity Laws," *Com/Ent*, IV, No. 1, 1981: 115-139.
5. See the study by Harrell R. Rodgers, Jr., "Censorship Campaigns in Eighteen Cities: An Impact Analysis," *American Politics Quarterly*, Vol. 2, No. 4, 1974: 371-392.
6. Malamuth, Neil M. and James V.P. Check, "The Effects of Mass Media Exposure on Acceptance of Violence Against Women: A Field Experiment," *Journal of Research in Personality*, 15, No. 4 December 1981: 436-446.
7. For a discussion of the evolution of censorship laws from a sociological perspective see Thelma McCormack, "Censorship and 'Community Standards' in Canada," in Benjamin D. Singer (ed.) *Communications in Canadian Society*, Don Mills: Addison-Wesley, 1983: 209-225.

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MICROBIOLOGISTS

Allelix Inc., Canada's first major biotechnology company, is seeking microbiologists to work in fermentation, microbiology and plant cell culture. The research will involve conventional fermentation of a variety of microorganisms and plant cells, isolation of mutant strains of bacteria and isolation and identification of microbial and plant cell products. Applicants should have a Ph.D. in microbiology or plant biology and research experience in industry, a university or a research institute.

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Aggressive-pornography

not being caught or punished. We have found that a substantial percentage of men will report some likelihood of committing such acts, and that such reports are valid indicators of aggressive inclinations.

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For a more detailed description of this research program and findings I would suggest the following article:

Malamuth, N.M. and Donnerstein, E. The effects of aggressive-pornographic mass media stimuli. In L. Berkowitz (Ed.) *Advances in Experimental Social Psychology*, Vol. 15. New York: Academic Press, 1982.

VACANCIES . POSTES VACANTS

ADMINISTRATIVE POSITIONS

ASSOCIATION UNIVERSITAIRE CANADIENNE D'ETUDES NORDIQUES. Directeur Général. L'AUCEN recherche un Directeur général dont la nomination prendrait effet vers le 1er septembre 1984. L'AUCEN est une association de 33 universités Canadiennes actives dans les domaines des études et de la recherche nordique. **Qualifications:** Ce poste exige une connaissance pratique des universités Canadiennes et/ou des activités gouvernementales, correspondantes, des compétences administratives et une expérience nordique ou comparable de la recherche universitaire et/ou gouvernementale. Le bilinguisme constitue un avantage. La préférence sera accordée aux candidats en provenance des universités, du gouvernement ou de l'industrie qui ont un intérêt éducatif dans le Nord et une expérience administrative appropriée, de préférence dans un domaine qui les aura familiarisés avec les agences et les groupes engagés dans les études nordiques. Initialement, la nomination est pour deux ans, détachement à partir d'un autre organisme est possible. Le rémunération est à l'échelle des universités. Les curriculum vitae et demandes de renseignements devront être soumis avant le 1er mai 1984 à J.G. Nelson, Président, Comité de recherche, als Faculty of Environmental Studies, University of Waterloo, Waterloo, Ont. N2L 3G1.

ASSOCIATION OF CANADIAN UNIVERSITIES FOR NORTHERN STUDIES. Executive Director. ACUNS is seeking an Executive Director whose appointment would commence on or about September 1, 1984. ACUNS is an Association of 33 Canadian universities active in northern studies and research. **Qualifications:** The position requires working knowledge of Canadian

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UNIVERSITY OF GUELPH. ONTARIO AGRICULTURAL COLLEGE. Department of Environmental Biology. Chairman. Applications are invited for the position of Chairman of the Department of Environmental Biology at the University of Guelph, effective September 1, 1984. The Department of Environmental Biology is one of nine administrative units in the Ontario Agricultural College. It has close working relationships with the other units in the College, as well as with various departments in other Col-

leges of the University, and with the Ontario Ministry of Agriculture and Food. The department currently is made up of 30 faculty members and 37 other staff. It is responsible for undergraduate majors in Entomology/Apiculture, Plant Pathology, Environmental Biology, and Applied Microbiology. The department has a strong commitment to research and graduate studies at the M.Sc. and Ph.D. level. There are currently 65 students registered in the M.Sc. and Ph.D. programs offered by the department. Applicants must have a Ph.D. in one of the above fields of Biological Science and an established record of scholarly achievement. The closing date for applications is March 1, 1984. Applications should include a curriculum vitae and the names and addresses of three persons who may be contacted for reference purposes. Enquiries and applications, which will be treated in confidence, should be addressed to: The Dean, Ontario Agricultural College, University of Guelph, Guelph, Ontario, N1G 2W1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Subject to final budgetary approval.

UNIVERSITE D'OTTAWA. Ecole de médecine. Chaire de Pharmacologie. L'Université d'O-

tawa ouvre un concours pour le poste de Titulaire et Directeur du département de pharmacologie. Le candidat choisi aura les qualités de directeur qui lui permettront de donner une orientation nouvelle au département afin de rencontrer les objectifs prévus et à l'enseignement et en recherche. Le candidat choisi détiendra le doctorat en médecine et/ou le Ph.D. et possèdera au moins 5 années d'expérience en enseignement ainsi qu'un dossier de qualité en recherche. Des ressources importantes sont disponibles au nouveau Pavillon des Sciences de la santé pour lui permettre de mettre sur pied des programmes de qualité. Le candidat rencontrant les critères d'éligibilité de l'Université et du Ministère Emploi et Immigration Canada, devra soumettre son curriculum vitae et une liste de références avant le 15 Mars 1984, à l'attention de: Gilles D. Hurteau, M.D., Doyen, Faculté des Sciences de la santé, Université d'Ottawa, Ottawa, Ontario, Canada, K1H 8M5.

UNIVERSITY OF OTTAWA. School of Medicine. Chair of Pharmacology. Applications are invited for the position of Professor and Chairman of the Department of Pharmacology at the University of Ottawa School of Medicine. The successful candidate will have the responsibility of: 1. organizing and directing the teaching of students enrolled in the School of Medicine and the School of Nursing; 2. reorganizing education at the graduate level; 3. collaborating in the training of residents and interns at the affiliated teaching hospitals; 4. conducting a strong research program in any one area of the discipline and acting as a resource person for other researchers. The Department is at a crucial stage in its development and a general redirection of its academic activity is expected from the successful candidate. Suitable candidates should hold an M.D. and/or Ph.D. degree, have at least 5 years teaching experience and a research record of high quality. In accordance with Canadian

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UNIVERSITY OF GUELPH. DNTARIO AGRICULTURAL COLLEGE. Department of Food Science. Chairman. Applications are invited for the position of Chairman of the Department of Food Science at the University of Guelph, effective July 1, 1984. The Department of Food Science is one of nine administrative units in the Ontario Agricultural College. It has close working relationships with other units in the College, as well as with various departments in other colleges of the University, and with the Ontario Ministry of Agriculture and Food. The department currently is made up of 15 faculty members, three of whom have joint appointments with other departments. The department has 8 other staff. The department is responsible for undergraduate majors in Food Science and Dairy Science. The department has a strong commitment to research and graduate studies at the M.Sc. & Ph.D. levels. There are currently 15 students registered in graduate programs. Applicants must have a Ph.D. in Food Science or a field related to Food Science and an established record of scholarly achievement. The applicant must have an appreciation of the relationships between academic and applied research and will be expected to work closely with the food industry. The closing date for applications is March 1, 1984. Applications should include a curriculum vitae and the names and addresses of three persons who may be contacted for reference purposes. Enquiries and applications, which will be treated in confidence, should be addressed to: The Dean, Ontario Agricultural College, University of Guelph, Guelph, Ontario, N1G 2W1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Appointment is subject to final budgetary approval.

UNIVERSITY OF NEW BRUNSWICK. Engineering. Chair in Nuclear Engineering. The University of New Brunswick is establishing a Chair of Nuclear Engineering in the Department of Chemical Engineering and is presently seeking a person to fill this position commencing with the academic year 1984-85 pending formal approval. The candidate should have a Ph.D. in Chemical or Mechanical Engineering or equivalent with substantial experience in the nuclear industry in the areas of research and development, design or operations. The successful candidate would be expected to establish a research program in some area of nuclear engineering, supervise M.Sc., Ph.D. and undergraduate courses in nuclear engineering, develop an option program in nuclear engineering for chemical and mechanical engineering undergraduate students and coordinate a program for training operators for nuclear power stations. The Department of Chemical Engineering has research programs in the areas of molecular sieves, combustion, heat and mass transfer, fluid mechanics, energy conservation and thermodynamics. It would be anticipated that the research program established by the holder of this chair would be complementary to some of these research areas. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. Salary range as of July 1, 1983: Professor: \$41,435 - \$60,771. A record of living adjustment will be made on January 1, 1984. Applicants should send a curriculum vitae giving the area of research interest and the names of at least three references to: Dean F.R. Wilson, Faculty of Engineering, University of New Brunswick, P.O. Box 4400, Fredericton, N.B. E3B 5A3.

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THE UNIVERSITY OF WESTERN ONTARIO. Faculty of Social Science. Accounting. Applications are invited for faculty positions in accounting. Starting date July 1, 1984. Rank and salary will depend on qualifications and experience. A post-graduate degree and/or a professional accounting designation is required. Limited-term positions are available for candidates who have not yet undertaken graduate study. A post-graduate degree is required for career positions. The ability to teach well is required for all positions. A strong interest in research is desirable. Duties include research and teaching in one or more of the following areas: intermediate accounting; advanced accounting; cost and management accounting; taxation and law. Applications (with Curriculum Vitae) and the names of three references should be sent to: Professor J.H. Stevenson, Chair, Department of Secretarial and Administrative Studies, Faculty of Social Science, Social Science Centre, The University of Western Ontario, London, Ontario, N6A 5C2. Applications will be accepted until the positions are filled. The University encourages both men and women to apply for these positions. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Position is subject to budget approval. An Equal Opportunity Employer.

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UNIVERSITÉ D'OTTAWA. Faculté d'Administration. Comptabilité. Postes à temps plein en comptabilité disponibles le 1er juillet 1984. Les candidats/les aspirantes à la permanence devront posséder un doctorat ou être près de le terminer. Rang et salaire établis en fonction des qualifications et états de service. En plus de l'enseignement qu'ils doivent procurer, les candidats/les aspirantes doivent démontrer une capacité d'entreprendre et de continuer des travaux de recherche. Le bilinguisme (français et anglais) serait un atout. Tous les cours sont offerts dans les deux langues officielles. Les demandes doivent être envoyées à: Gilles Paquet, Doyen, Faculté d'Administration, 115 rue Wilbrod, Ottawa (Ontario), K1N 6N5. Note: Cette offre est sans engagement formel jusqu'à confirmation des décisions nécessaires en matière d'allocation des crédits. Les demandes émanant des candidats/les aspirantes en possession d'une autorisation légale d'occuper au Canada un emploi seront envisagées en priorité.

UNIVERSITY OF NEW BRUNSWICK. Administration. The Division of Administration invites applications for a tenure-track position in financial accounting to commence July 1, 1984. Rank and salary will be commensurate with qualifications and experience. Qualifications required include the Ph.D. or equivalent. Candidates with lesser qualifications will be considered for a term appointment. Applications will be accepted until the position is filled. Please send c.v. and the names and addresses of three references to: Dr. R. Cameron, Dean of Faculty, University of New Brunswick, Saint John Campus, Box 5050, E2L 4L5, Saint John, New Brunswick, Canada. In accordance with Canadian Immigration Regulations, preference will be given to citizens and permanent residents of Canada.

BROCK UNIVERSITY. School of Administrative Studies. Applications are invited for a faculty position teaching accounting in an expanding School which includes an accounting co-op program that is now in its fourth year. A Ph.D. or a Ph.D. in progress is required. Salary and rank will be commensurate with qualifications and experience. An application, including a curriculum vitae and the names of three referees, should be submitted to Prof. J.A. Edds, Chairman, Department of Accounting and Finance, School of Administrative Studies, Brock University, St. Catharines, Ontario L2S 3A1.

ADMINISTRATIVE STUDIES

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ANTHROPOLOGY

UNIVERSITY OF TORONTO. ERINDALE COLLEGE. Department of Anthropology. The department of Anthropology, University of Toronto, invites applications for a tenure-track position in Archaeology (Erindale College) commencing July 1, 1984, at Assistant Professor rank. The successful applicant is expected to maintain and develop the archaeological program, including field methods and laboratory analysis. Other undergraduate courses include North American Prehistory, Did World Prehistory, and Introductory Anthropology. Graduate teaching in areas of special expertise. Ph.D. required. Demonstrated commitment to research and publication with broad field experience involving supervisory responsibility essential. Specializations of particular interest are bioarchaeology, and environmental archaeology; Canada, and especially eastern Canada — eastern North America. Other specializations will be considered. Salary level, at least base for Assistant Professor (currently \$25,400). Send applications with curriculum vitae, the names and addresses of three referees, and samples of publications to Professor Maxine R. Klein, Chair, Department of Anthropology, University of Toronto, Toronto, Ontario M5S 1A1, before February 29, 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY. Anthropology. Dept. of Anthropology announces availability of a tenure-track position in Socio-Cultural Anthropology beginning Fall Semester 1984 (budget permitting). Rank at Assistant Professor level. Qualifications in area of "Applied Anthropology" with preferred specialization in one or more of the following areas: Medical Anthropology (nutritional, aging, Health & the Environment are areas of interest); Anthropology of Work, Bureaucracy, Institutions (esp. hospital setting); Anthropology and Public Policy (education and cultural pluralism, language and policy, pollution/ecology, environment, resource utilization & social impact assessment are topics of interest). Ph.D. required. Application, Curriculum vitae & names of three (3) referees should be sent to: Gustav Thais, Chair, Dept. of Anthropology, York University, 4700 Keele St., Downsview, Ontario, Ont. M3J 1P3. Deadline is March 2, 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ART

UNIVERSITY OF ALBERTA. Art and Design History. The Department of Art and Design at the University of Alberta invites applications for a Full Time Continuing appointment in the History of Art and Design at the Assistant Professor level (\$30,920.00 - \$31,920.00) 1983/84 scale, to be adjusted on July 1, 1984. Subject to the availability of funds, the starting date will be July 1, 1984. Specialization required in either 19th century and 20th century Art, or Canadian Art, or Architecture and Design. Ph.D., publication record and teaching experience desirable. The appointee will be required to develop the Canadian art area as a part of his/her duties. The University of Alberta is an equal opportunity employer, but in accordance with Canadian Immigration requirements, this advertisement is addressed to Canadian citizens and permanent residents of Canada. Complete applications, including c.v., and names and addresses of three referees should be sent, by February 29, 1984, to: R. Chénier, Acting Chairman, Department of Art and Design, University of Alberta, Edmonton, Alberta, T6G 2C9, Canada. If available, copies of articles are desirable.

QUEEN'S UNIVERSITY. Department of Art. Art Historian, at Assistant Professor level, replacement position available to commence January 1, 1985, (salary 1983/84 floor level for six months; \$12,125) to teach undergraduate courses as follows: second term of introductory lecture course in Canadian Art and Architecture; and more advanced courses in any two of the following areas: Northern Renaissance; early Italian Renaissance; Nineteenth Century European painting and sculpture; Twentieth Century Art. Applicants should send full c.v. and names of three referees to: Dr. Bruce Laughton, Head, Department of Art, Queen's University, Kingston, Canada, K7L 3N6, by March 1, 1984. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Male and female candidates are equally encouraged to apply.

BIOCHEMISTRY

UNIVERSITY OF BRITISH COLUMBIA. Biochemistry Department. Applications are invited for the post of Research Associate in the laboratory of Dr. P.R. Cullis. The successful applicant will hold a Ph.D. in Biochemistry, will have postdoctoral research experience and will have expertise in the isolation and reconstitution of membrane proteins and lipid biochemistry. Experience with NMR and/or freeze-fracture techniques as applied to membrane systems is required. Proven research abilities as demonstrated by a reasonable publication record are essential. This renewable appointment will be for three years in the first instance, at a starting salary of \$25,000 p.a. and will be available as of July 1, 1984. Applications including a C.V. and the names of two referees should be addressed to: Dr. P.R. Cullis, Biochemistry Department, University of British Columbia, Vancouver, B.C., V6T 1W5. In accordance with Canadian Immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents of Canada. Closing date for receipt of application is March 15, 1984.

BIOLOGICAL SCIENCES

BROCK UNIVERSITY. Department of Biological Sciences. A post-doctoral position is available for a biochemically-oriented comparative physiologist to conduct in vivo and in vitro studies on erythropoiesis and adaptive erythrocytic responses in teleost fishes. Position available 1 July, 1984 for a minimum of one year. Renewable. Stipend to \$21,000. Applicants should submit curriculum vitae and three letters of reference and representative publications to: Dr. A.H. Houston, Department of Biological Sciences, Brock University, St. Catharines, Ontario, L2S 3A1.

BIOLOGY

SAINT MARY'S UNIVERSITY. Department of Biology. Applications are invited for a full-time tenure-track position at the rank of

Assistant Professor, tenable from September 1, 1984. A Ph.D. in Microbiology or related area is required. The successful candidate is expected to teach a sophomore level course in Biology and a senior level course in Microbiology and to participate in the honors program. The successful candidate is also expected to develop an active research program in an area of Microbiology. Preference will be given to individuals with post-doctoral experience. A curriculum vitae and the names of three referees should be sent to: Dr. K.K. Thomas, Chairman, Department of Biology, Saint Mary's University, Halifax, Nova Scotia B3H 3C3. Applications will be accepted until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF BRITISH COLUMBIA. Zoology. Postdoctoral Fellowships — Molecular Biology. Two postdoctoral positions are available immediately in the following areas: 1) To work on isolation and manipulation of transposable elements and to test their usefulness as general transformation vectors in insects. 2) Molecular analyses of cloned genes that alter chromatin packaging and gene expression, and which appear to encode non-histone chromosomal proteins. In accordance with Canadian Immigration and NSERC requirements this advertisement is directed to Canadian citizens or permanent residents. A strong background in molecular biology is essential. Salary \$19,500. Appointments will be given for one year initially, with potential for renewal. Apply to: T. Grigoli, Dept. of Zoology, Univ. of British Columbia, Vancouver, British Columbia, V6T 2A9. Deadline for application is March 15, 1984.

BUSINESS ADMINISTRATION & COMMERCE

UNIVERSITY OF WATERLOO. Business Administration. Accounting and Finance — Applications are invited for faculty positions from those with teaching and research interests in (i) managerial accounting (ii) financial accounting (iii) finance (iv) taxation. Ph.D. or equivalent. Salary and rank will depend on qualifications. Appointments effective July 1, 1984 or by arrangement. Appointments available until positions filled. Send resume to: Dr. John R. Hanna, Professor of Accounting, 222 Hagey Hall, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The availability of these positions is subject to budgetary approval.

MOUNT SAINT VINCENT UNIVERSITY. Business Administration. Mount Saint Vincent University, Department of Business Administration, invites applications for a nine month faculty sabbatical replacement position beginning July 1, 1984, in the area of Accounting. The successful candidate will be expected to teach a variety of accounting courses and possibly an introduction to business course. The ability to teach effectively and willingness to engage in individual or group research is expected. Qualifications: MBA with a professional accounting designation and teaching experience preferred. Rank and salary: In accordance with qualifications and experience. In accordance with Canadian Employment and Immigration policy, consideration in the first instance will be given only to Canadian citizens and permanent residents. Send curriculum vitae and the names of three referees to: Dr. Susan Clark, Dean of Human and Professional Development, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J6.

MOUNT SAINT VINCENT UNIVERSITY. Business Administration. Mount Saint Vincent University, Department of Business Administration, invites applications for a full-time position beginning July 1, 1984, in the area of Business Policy and Management Information Systems. The ability to teach effectively and willingness to engage in individual or group research is expected. Qualifications: Ph.D. in Business or related discipline. Candidates with an MBA will also be considered. Rank and salary: In accordance with qualifications and experience. In accordance with Canadian Employment and Immigration policy, consideration in the first instance will be given only to Canadian citizens and permanent residents. Send curriculum vitae and the names of three referees to: Dr. Susan Clark, Dean of Human and Professional Development, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J6.

Business Administration. Mount Saint Vincent University, Department of Business Administration, invites applications for a full-time position in the areas of Finance and Marketing, subject to budgetary approval, beginning July 1, 1984. The ability to teach effectively and willingness to engage in individual and/or group research activity is expected. Qualifications: preference will be given to candidates with doctoral degrees in Marketing or Finance. Candidates with MBA plus appropriate business experience will also be considered. Rank and salary: in accordance with qualifications and experience. In accordance with Canadian Employment and Immigration policy, consideration in the first instance will be given only to Canadian citizens and permanent residents of Canada. Send curriculum vitae and the names of three referees to: Dr. Susan Clark, Dean of Human and Professional Development, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J6.

McMASTER UNIVERSITY. Faculty of Business. Applications are invited in the following areas: (i) Accounting, (ii) Organizational Behaviour and Personnel, (iii) Finance, (iv) Information Systems, (v) International Business Policy, (vi) Business Law, (vii) Assistant, Associate or Professor, depending on qualifications and experience; preferably at the Assistant or Associate level. Visiting appointment is also possible. Ph.D. or DBA degree (completed or near completion) is expected, preferably with teaching and research experience. Duties include research and teaching at both graduate and undergraduate levels. Applicants for Information Systems will be expected to contribute to the major field of the Ph.D. program in Management Science/Systems, others to the minor. Salary will be commensurate with qualifications, teaching and practical experience. Appointment date is open; July 1, 1984 is preferred. Application date closes when position is filled. Applications should be sent to: Dr. A.Z. Szendrovi, Dean, Faculty of Business, McMaster University, Hamilton, Ontario, L8S 4K4.

LAURENTIAN UNIVERSITY. Commerce. 1. The University is seeking applications from men and women to fill the following positions in the School of Commerce and Administration, subject to budgetary approval: 1) Marketing, as well as sabbatical replacements in 1) Organizational Behaviour, 2) Control; 3) Management, 2. Ph.D. or advanced dissertation stage. Bilingualism (French and English) would be an asset. 3. Teaching undergraduate and/or M.B.A. courses. 4. Salary dependent upon qualifications and experience. 5. Apply Professor K. Loucks, Director, School of Commerce and Administration, Laurentian University, Sudbury, Ontario, P3E 2C6. 6. Starts July 1, 1984. 7. Deadline: When positions filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITÉ LAURENTIENNE. Commerce. L'Université sollicite les candidatures de professeurs (hommes et femmes) pour remplir des postes dans l'école de commerce et d'administration, sous réserve d'approbation budgétaire: 1) Finances; 2) Commerce international; et pour remplacer des professeurs en congé sabbatique dans les secteurs suivants: 1) Comportement dans l'organisation; 2) Contrôle; 3) Gestion; 2. Ph.D. ou dissertation à l'étape avancée. La connaissance du français et de l'anglais serait un atout. 3. Enseignement de cours du premier cycle ou de maîtrise en administration des affaires. 4. Traitement en fonction des titres et de l'expérience. 5. Application à: Professeur K.E. Loucks, Directeur, École de commerce et d'administration, Université Laurentienne, Sudbury (Ontario), P3E 2C6. Début 1er juillet 1984. 7. Date limite: Lorsque les postes auront été remplis. Conformément aux exigences relatives à l'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents.

ALGOMA UNIVERSITY COLLEGE. Department of Commerce. Applications are invited for a full-time position commencing July 1, 1984. Applications should have an M.B.A., a professional accounting designation and relevant business experience. The successful candidate will teach in one or more of the following fields: Accounting, Finance, Management and Organizational Behaviour. Rank is open; current minimum salary for an Assistant Professor is \$24,564.00. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Candidates should send curriculum vitae and the names of three referees to: Dr. Thomas A. Allaway, Associate Dean, Algoma University College, 1520 Queen Street East, Sault Ste. Marie, Ontario, P6A

2G4.
ST. FRANCIS XAVIER UNIVERSITY. Department of Business Administration. Applications are invited for tenure track and term appointments in the Department which will start August 1, 1984. The Department offers a four year B.A. Degree at the major and Honours level. Enrollments are limited. Positions are available teaching and conducting research in one or more of the following areas: Accounting, Finance, Marketing and Organizational Behaviour. Ph.D. or in progress preferred. Masters degree will be considered. Rank and salary will be dependent on qualifications and experience. Applications, including curriculum vitae, transcripts and references, should be sent to Professor Leo T. Gallani, Chairman, Department of Business Administration, St. Francis Xavier University, Antigonish, N.S., B2G 1C0.

UNIVERSITY COLLEGE OF CAPE BRETON. Business Administration and Commerce. Applications are invited for appointments as Assistant Professors and Teaching Assistants beginning July 1, 1984 in the Department of Management and Administration. Responsibilities include undergraduate teaching in two or more of the following areas: management, computer (BASIC), quantitative methods, statistics, calculus, linear algebra, accounting, and industrial relations. Minimum qualifications, M.B.A. and experience; lesser qualifications accepted for teaching assistant position. Applications, including curriculum vitae and the names of three referees, should be sent to Professor D. Robertson, Chairman, Department of Management and Administration, University College of Cape Breton, P.O. Box 5300, Sydney, Nova Scotia, B1P 6L2.

CONCORDIA UNIVERSITY. Department of Marketing. Applications are invited for full-time tenure track positions at the assistant, associate or full professor levels. Candidates should have a Ph.D. in Marketing or be close to completion. We would like to hire five additional faculty members to join the twelve Ph.D.s now in the department. Canadian preference. Permanent residents given priority. Please send your C.V. to: Dr. Peter W. Pasold, Chairman, Department of Marketing, Faculty of Commerce & Administration, Concordia University 1455 de Maisonneuve Blvd., West, Montreal, Quebec, H3G 1M1.

THE UNIVERSITY OF ALBERTA. Faculty of Business. Applications are invited for full-time tenure-track faculty positions from those with teaching and research interests in Accounting (6 positions); Management Information Systems (2 positions); Finance (2 positions); Policy or Marketing (1 position); Organization Behaviour (1 position); and Statistics (1 position). Ph.D. or equivalent required or candidate should be at the completion stage of degree. Salary and rank depend on qualifications. Ranges are: Assistant Professor \$29,720 to \$41,820; Associate Professor \$39,420 to \$53,858.20; Professor from \$48,010. In addition, market supplements to ensure competitive offers are negotiable. Appointments normally effective July 1. Send resume to: Dr. R. E. Schneck, Acting Dean, Faculty of Business, The University of Alberta, Edmonton, Alberta, T6G 2G1, Canada. The University of Alberta is an equal opportunity employer.

CONCORDIA UNIVERSITY. Department of Quantitative Methods. Applications are invited for tenure-track positions at the Assistant/Associate/Full Professor levels in the following areas of interest: (i) Business Systems/Data Processing/Systems Analysis, (ii) Business (applied) Statistics, (iii) Operations Research/Operations Management. Teaching requirements can include undergraduate and graduate programmes, Ph.D., M.A., C.A., and Diplomas. Research and publication interests are encouraged. Application and individual specialization is encouraged. Application should be sent to: Dr. Ronald McTavish, Chairman, Department of Quantitative Methods, Faculty of Commerce & Administration, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, Canada, H3G 1M8. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WINDSOR. Faculty of Business Administration. Full-time (tenure-track or limited term) and sessional positions available in the following fields: (i) Accounting, (ii) Administrative Studies (includes Personnel, IR, Management etc.), (iii) Finance, (iv) Management Science, (v) Marketing, (vi) Business, Ph.D. (or ABD) required for tenure-track positions, MBA acceptable for limited-term appointments. Relevant business teaching and research experience is desirable. Positions involve research and

teaching in dynamic undergraduate and MBA programmes. Salary and rank depend on qualifications and are competitive. Send resume to: Dr. Eric N. West, Dean, Faculty of Business Administration, University of Windsor, Windsor, Ontario, N9B 3P4. Preference will be given to Canadian citizens and permanent residents.

TRINITY WESTERN COLLEGE. Business. a) Position — Full Professor. b) Qualifications — Ph.D. required, plus extensive teaching experience in a Christian College context and practical business experience. c) Teaching Marketing, Business Law, Management and Advertising & with ability to integrate one's discipline with a Biblical, Christian faith. d) Write to — Dr. Kenneth R. Davis, Dean, Trinity Western College, 7600 Glover Road, Langley, B.C. Canada, V3A 4R9. The University of Trinity Western College is an evangelical Christian College, chartered by the province of British Columbia and granting B.A., B.Sc. and B.Ed. degrees. e) Opening for September 1984.

UNIVERSITY OF NEW BRUNSWICK. FREDERICTON. Business Administration. Faculty of Administration invites applications in: Accounting, Finance, Industrial Relations including Personnel Management, Management including Business & Society and Organizational Behaviour, Marketing, Quantitative Methods including Information Systems, Public Administration overlapping with one or more of the above areas. Qualification for tenure track positions is Ph.D. completion or near completion in appropriate disciplines. Rank is generally Assistant or Associate depending on qualifications and experience, but persons with a very strong record of demonstrated achievement will be considered for the rank of full professor. For term appointments at the rank of Lecturer, the qualification required is MBA with a good academic record. Persons with tenure positions elsewhere may apply for visiting appointments. Appointment effective July 1, 1984 or January 1, 1985 as determined. Successful candidates will teach in BBA and MPA programs and carry out research in their disciplines. Salary is competitive at all ranks. Submit a curriculum vitae and names and addresses of three referees to: Dr. K.P.K. Nair, Dean, Faculty of Administration, University of New Brunswick, Bag Service #4555, Fredericton, New Brunswick, Canada E3B 6E5.

WILFRID LAURIER UNIVERSITY. Business Administration. Applications are invited for teaching positions in the area of Accounting, Finance, Operations Management, Quantitative Business Analysis, and Business Policy for the 1984-85 academic year. Qualifications: Lecturer up to Associate Professor. Outlets: Undergraduate and/or graduate teaching. Appointments will be accepted until positions are filled. Candidates subject to budget approval. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Send applications to: Dr. Bruce Fournier, Associate Dean of Business, School of Business & Economics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5.

DALHOUSIE UNIVERSITY. Business Administration. The School of Administration, Dalhousie University invites applications for a full-time tenure track position in international business and finance. The appointment will commence on July 1st 1984. The successful applicant will be required to develop a course in International Banking and Finance, and also to teach related M.B.A. and B.Com. courses in commercial banking and international business. A Ph.D. is required and experience in the business world would be of advantage. The appointment may be made at any rank at a competitive salary. In accordance with immigration requirements this advertisement is directed to the first instance to Canadian citizens and landed immigrants. Candidates with a strong commitment to excellence in teaching and research should apply to: Professor Allen M. Rugman, Director, Centre for International Business Studies, Dalhousie University, Halifax, Nova Scotia, Canada, B3H 1Z5.

CHEMISTRY

UNIVERSITY OF WATERLOO. Department of Chemistry. Applications are being accepted for the position of Research Associate. At least two years experience in organic and organometallic synthesis and ¹H and ¹³C NMR Spectroscopy (including operation of high field instruments for solid state organo-magnesium, -lithium, -sodium, and -tin chemistry; previous work in natural product and polycyclic aromatic hydrocarbon syn-

thesis; skill in low temperature, inert atmosphere reaction techniques; routine use of all organic analytical and spectroscopic techniques is required. Salary scale commensurate with experience. Please apply with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents. Submit resume and three letters of reference to: Prof. V. Snieckus, Guelph-Waterloo Centre for Graduate Work in Chemistry, Department of Chemistry, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1.

UNIVERSITY OF PRINCE EDWARD ISLAND. Chemistry. The Department of Chemistry requires a faculty replacement in Biochemistry or inorganic chemistry, for a limited appointment of up to 12 months to teach at the undergraduate level, beginning August 15, 1984. Teaching duties will be assigned to allow the sabbatical leave of a permanent faculty member. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants should send a detailed curriculum vitae to Dr. Cirill Schmidt, Chairman, Department of Chemistry, University of Prince Edward Island, 550 University Avenue, Charlottetown, Prince Edward Island, Canada, C0A 4P3.

BRANDON UNIVERSITY. Department of Chemistry. Temporary appointment - one year sabbatical replacement. 1) Assistant professor. 2) Ph.D. in chemistry with academic preparation in the fields of thermodynamics, kinetics and spectroscopy. 3) Undergraduate instruction in the areas of physical and general chemistry. Teaching load would be two half-courses in the fall term and three half-courses in the winter term with supervision of the physical chemistry laboratory in both terms. The Department is equipped with IR, UV, NMR, A.G.C., and computerized flow, electron spectrometer. Assistant Professor range is \$25,900 to \$36,300. 5) Application with complete vitae and names of three referees should be sent to: Dr. C. Belke, Chairman, Department of Chemistry, Brandon University, Brandon, Manitoba R7A 6A9. 6) March 1st, 1984 or until position filled. 7) September 1st, 1984.

BRANDON UNIVERSITY. Department of Chemistry. Three year term appointment which may lead to a tenure-track position. 1) Assistant Professor. 2) Ph.D. in Inorganic/analytical chemistry. 3) Teaching Undergraduate instruction (3 half courses in both terms) in the areas of general, inorganic and instrumental/analytical chemistry. Supervision of the senior Instrumental analysis laboratory is required. Research: The development of an active research program in a small university setting is expected. The Department is equipped with IR, UV, NMR, GC, HPLC and AA spectrometers. 4) Assistant Professor range is \$25,900 to \$36,300. 5) Application, with complete vitae and names of three referees should be sent to: Bryan R. Henry, Chairman, Department of Chemistry, Brandon University, Brandon, Manitoba R7A 6A9. 6) Starting: September 1st, 1984. 7) Deadline: March 1st, 1984.

TRINITY WESTERN COLLEGE. Chemistry. Inquiries are invited for a possible position in Chemistry. a) Post-doctoral experience. b) Assistant Professor. c) Qualifications - Ph.D. or close plus some teaching experience at the College level. d) Preferably in Physical/Inorganic areas with ability to integrate one's discipline with a Biblical, Christian faith. d) Written to: Dr. Kenneth R. Davis, Dean, Trinity Western College, 7600 Glen Road, Langley, B.C. Canada, V3A 4R9. The University of Trinity Western College is an evangelical Christian College, chartered by the province of British Columbia and granting B.A., B.Sc. and B.Ed. degrees. e) Possible opening for September 1984.

UNIVERSITY OF MANITOBA. Department of Chemistry. Applications are invited for a faculty tenure stream probationary appointment at the rank of Assistant Professor to begin July 1, 1984 (subject to budgetary approval). Candidates must have a Ph.D. degree in Chemistry. At least post-doctoral experience is advantageous. The 1984 salary floor for Assistant Professors is \$27,701. The closing date for applications is February 29, 1984. The department is particularly interested in candidates whose research interests lie in one of the areas of analytical chemistry, crystallography or organic chemistry. However, applications from qualified candidates in all fields of Chemistry, including Biochemistry, are invited. Applications consisting of a curriculum vitae, summary of research interests and the names of three referees should be sent to: Bryan R. Henry, Professor and Head, Chemistry Department, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2. Both women and men are encouraged to apply. In accordance with

Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

CHILD STUDY

MOUNT SAINT VINCENT UNIVERSITY. Child Study. Mount Saint Vincent University, Child Study Department invites applications for a full-time position commencing July 1, 1984. Responsibilities include teaching in child study and supervising students in field placements. Qualifications: Ph.D. with a specialization in developmental psychology plus teaching and/or clinical experience. Rank and Salary: in accordance with qualifications and experience. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send curriculum vitae and the names of three referees to: Dr. Susan Clark, Dean of Human and Professional Development, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J6.

CHINESE

YORK UNIVERSITY. Chinese. Language and literature contractually limited position for academic year 1984-85. The candidate should be able to teach Modern Standard Chinese to speakers of non-standard dialects, and offer courses in modern and pre-modern Chinese literature. Sessional Lecturer or Sessional Assistant Professor. Salary according to rank. Ph.D. preferred, with training in Chinese literature. Only Canadians or landed immigrants to Canada need apply for this position. Deadline for applications: March 15, 1984. Send curriculum vitae and names and addresses of three referees to: Luisa Karumanchiri, Chairman, Department of Literature and Linguistics, York University, 4700 Keele Street, Downsview, Ontario M3J 1P3.

CLASSICS

QUEEN'S UNIVERSITY. Classics. Applications are invited for an 8-month sessional appointment at the Assistant Professor level commencing September 1, 1984 (a sabbatical replacement). Candidates should have, or be close to receiving, the Ph.D. or equivalent. Duties will include teaching a well-established introductory Latin course, an upper year Latin seminar, and probably some Classical literature in translation. The stipend will be approximately \$16,165. Candidates should send resumes and the names of two referees to: Professor A.J. Marshall, Head, Department of Classics, Queen's University, Kingston, Ontario, K7L 3N6. Candidates of both sexes are equally encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MCMASTER UNIVERSITY. Classics. McMaster University invites applications for a tenure-track appointment in the Department of Classics, up to the Associate Professor level beginning July 1, 1984. The appointment will be for an initial period of three years with salary dependent upon qualifications. The salary floor at the Assistant Professor rank for 1983-84 is \$24,700 per annum. The successful candidate will be expected to teach undergraduate and graduate level courses in Latin and Greek and Classical Civilization, with graduate supervision, and should possess special expertise in either Latin language and literature or Greek art and archaeology. Applicants should have the Ph.D., a strong record in teaching and a demonstrated commitment to research and publication. Applications with curriculum vitae and the names and addresses of three referees should be directed to: Dr. Howard Jones, Chairman, Department of Classics, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4M2. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

COMBINATORICS & OPTIMIZATION

UNIVERSITY OF WATERLOO. Department of Combinatorics & Optimization. Applications are being accepted for the position of Assistant Professor in the area of Continuous or

Discrete Optimization, starting July 1, 1984. A Ph.D. degree is required and candidates should have proven ability, or the potential, for excellent research and effective teaching. Responsibility will include supervision of graduate students. It is desirable that the candidates have some interest in the application of optimization techniques to problems in business, industry and commerce. The successful candidate will be encouraged to become involved in such areas as Kic-A-Kops through research contracts. The appointment is expected to enhance the Department's ability to support education in the area of Operations Research at both the graduate and undergraduate levels. Salary and rank will be commensurate with qualifications and experience. Interested individuals should send resumes and the names of three referees to Professor P.J. Schellenberg, Chairman, Department of Combinatorics and Optimization, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Subject to availability of funds.

COMPUTER SCIENCE

BISHOP'S UNIVERSITY. Computer Science. Applications are invited for two teaching appointments, one tenure track and another one year sabbatical leave replacement, in the Department of Computer Science. Candidates should possess a Ph.D. in computer science or equivalent. The candidates who are able to teach in two or more of the following areas will be given preference: computer graphics, programming languages, design and analysis of algorithms, database systems, office automation, management information systems, systems analysis and design. Starting date is July 1, 1984. Candidates should send a curriculum vitae and the names of three referees to: Sandra L. Cooper, Dean of the Faculty, Bishop's University, Lennoxville, Québec, J1M 1Z7. The commencing salary will depend on candidates' qualifications and experience.

UNIVERSITY OF YORK. Computer Science. Professor adjoint ou professeur agrégé; le rang dépendant des qualifications et de l'expérience. Un engagement comme professeur invité est possible. Le contrat sera en vigueur à compter du 1er juillet 1984. Les candidats devront posséder de l'expérience administrative des universités en informatique, avec, si possible, un doctorat dans un domaine et une maîtrise dans l'autre. Responsabilités: Enseignement au niveau du premier cycle, recherche, participation à la planification et au développement de ce nouveau programme bilingue en informatique appliquée. Domaines ouverts. L'aptitude à enseigner en français est essentielle, et l'aptitude à enseigner également en anglais est fortement désirable. Salaire dépendant des qualifications et de l'expérience. Les demandes de poste doivent être adressées à M. Savary, directeur du programme d'informatique, Collège Glendon, Université York, Toronto, Ontario, M4N 3M6. On acceptera des demandes jusqu'à ce que le poste soit comblé. En vertu des règlements canadiens sur l'immigration cette annonce s'adresse aux citoyens canadiens et aux résidents permanents.

UNIVERSITY OF VICTORIA. Computer Science. Applications are invited for tenure-track position at the rank of Assistant or Associate Professor. To commence July 1, 1984. Applicants should have a Ph.D. in Computer Science or equivalent research achievement. Preference will be given to applicants with research interests in the following areas: software engineering, computer architecture, systems reliability, data bases, computer networks, numerical analysis or theoretical areas of computer science. Canadian applicants will be given consideration. The department offers graduate and undergraduate degrees in computer science and has an active research program supported by a VAX 11/780 and a PDF 11/44. Micro labs with a variety of small systems, and the University duplexed IBM 4341 system. Applicants should send a curriculum vitae and the names of three referees to: Dr. David L. Parnas, Chairman, Search Committee, Department of Computer Science, University of Victoria, P.O. Box 1700, Victoria B.C. Canada, V8W 2Y2. Applications will be accepted until February 28, 1984. Further information is available from the Department, (604) 721-7220. The number of positions to be filled will be subject to the availability of funds. Canadian Immigration regulations now require the University to assess applications from Cana-

dian citizens and permanent residents of Canada before assessing applications from other persons. The University of Victoria offers equal employment opportunities to qualified male and female applicants. **L'UNIVERSITÉ LAURENTIENNE.** Informatique. L'Université Laurentienne sollicite les candidatures d'hommes et de femmes à des postes de professeurs en informatique. Sous réserve d'autorisation budgétaire, il est prévu que deux postes pourvus par le programme conduisant à un grade, et il cherche des professeurs désireux de jouer un rôle important dans les développements futurs. Notre Département possède un appareil VAX 11/750 à mémoire virtuelle, et de nombreux micro-ordinateurs qui sont à la disposition des étudiants avancés en informatique. Les professeurs ont également accès à l'ordinateur DEC-20 de l'Université. Une amélioration considérable des ressources informatiques, y compris l'acquisition d'équipement graphique, est prévue au cours de la prochaine année. Les candidats au poste supérieur devraient normalement posséder un Ph.D. en informatique, mais nous prendrons en considération les candidatures des titulaires de maîtrise en informatique ayant un solide dossier d'enseignement. Les candidats à l'autre poste doivent posséder au moins une maîtrise en informatique. Puisque nous avons aussi l'intention d'augmenter le nombre de cours d'informatique offerts en français, la capacité d'enseigner dans les deux langues officielles sera un atout certain. Dans les bases de données, le rang et le traitement seront en fonction des titres et de l'expérience. De toute façon les traitements seront comparables à ceux offerts par les autres universités de l'Ontario. Faire parvenir sa candidature, accompagnée d'un curriculum vitae et des noms de trois référents, au Professeur J.L. Davison, Directeur, Département de mathématiques et d'informatique, Université Laurentienne, Sudbury, (Ontario), P3E 2C6. Conformément aux exigences relatives à l'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents.

LAURENTIAN UNIVERSITY. Computer Science. Applications are invited from men and women for faculty positions in Computer Science at Laurentian University. It is expected that two tenure stream positions will be available - one at the senior level and the other at a junior level, subject to budget approval. The Department of Mathematics and Computer Science is presently in the process of expanding its Computer Science offerings from a three year degree program to a four year degree program. Candidates who are willing to play a major role in further developments. Our Department has a VAX 11/750, operating under VMS, and numerous microcomputers for the use of upper year Computer Science students. Faculty also have access to the university DEC-20 system. It is expected that within the next year there will be substantial upgrading of computing resources, which will include the acquisition of graphics equipment. The applicants for the senior position should normally have a Ph.D. in Computer Science, but applicants with a Masters in Computer Science and a strong teaching record will be considered. The minimum qualification for the junior position is a Masters in Computer Science. As it is also our intention to increase the number of Computer Science courses to be given in French, the ability to teach in both official languages will be a definite asset. Rank and salary for both positions will be commensurate with qualifications and experience. The salaries will be, in any case, comparable to those at other Ontario universities. Applications, including a C.V. and names of three referees, should be submitted to: Dr. J.L. Davison, Chairman, Department of Mathematics and Computer Science, Laurentian University, Sudbury, Ontario, P3E 2C6. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

YORK UNIVERSITY. Glendon College. Computer Studies. Assistant or Associate Professor; rank dependent on qualifications and experience. Visiting appointments may be possible. Ph.D. or near Ph.D. in computer science or business administration required, with a strong background in the other field. Duties include teaching at the undergraduate level, research, and helping plan the development of this new, bilingual, programme in applied computer science. Fields are open. The

ability to teach in French is mandatory, and the ability to teach also in English is strongly desirable. Salary open depending on qualifications and experience. Apply to: Dr. J.R. Savary, Director, Programme in Computer Studies, Glendon College, York University, Toronto, Ontario, M4N 3M6. Applications will be accepted until position is filled. The appointment effective July 1, 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. **ST. FRANCIS XAVIER UNIVERSITY.** Department of Mathematics and Computing Sciences. Applications are invited for tenure-track positions at the rank of Assistant Professor. These positions are subject to budgetary constraint and Senate approval. Qualifications for these positions include a Ph.D. in Mathematics. Preference will be given to those who can demonstrate the ability to teach introductory computer science courses. Canadian regulations require that first consideration be given to those legally eligible to work in Canada. Duties include undergraduate teaching and research. The salary is negotiable. Please send curriculum vitae and the names of three (3) references to: Dr. S.K. Aalto, Department of Mathematics and Computing Sciences, St. Francis Xavier University, Antigonish, Nova Scotia, B2G 1C0, Canada.

ST. FRANCIS XAVIER UNIVERSITY. Department of Mathematics and Computing Sciences. Applications are invited for a tenure-track position at the rank of Assistant Professor. This position is subject to budgetary constraint and Senate approval. Qualifications for this position include a minimum of a Master's Degree in computer science or information systems. Canadian regulations require that first consideration be given to those legally eligible to work in Canada. Duties include undergraduate teaching and research. The salary is negotiable. Please send curriculum vitae and the names of three (3) references to: Dr. S.K. Aalto, Department of Mathematics and Computing Sciences, St. Francis Xavier University, Antigonish, Nova Scotia, B2G 1C0, Canada.

CHARLETON UNIVERSITY. Computer Science, Computer Engineering. Applicants are invited for tenure track, visiting appointments at the assistant/associate professor levels. Duties will include teaching and research at the undergraduate and graduate levels in areas such as software engineering, operating systems, database systems, CAD of computer systems, and AI, computer communications, real-time programming, microprocessors or computer architecture. The department's computing facilities include, in addition to the university's main frame, an Ethernet based LAN consisting of a VAX 11/780, SUN 5800s, many PDP 11s, 8086s, and an Intel development system network. Applicants should have a Ph.D. degree or equivalent in Computer Science or related engineering discipline. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The positions are open to both men and women. Send C.V. and names of references to: Dr. Bernard Pagurek, Chairman, Department of Systems and Computer Engineering, Carleton University, Ottawa, Canada K1S 5B6.

McGILL UNIVERSITY. School of Computer Science. We invite applications for several openings at the Assistant Professor level. A Ph.D. or equivalent is required. All specializations of computer science are of interest but preference will be given to candidates with established records in artificial intelligence, database systems, VLSI, computer networks, multiprocessing or programming languages. Responsibilities include research and teaching at the graduate and undergraduate level. Salary and starting date negotiable. Candidates should write to: Prof. M.M. Newborn, Director, School of Computer Science, McGill University, Burnside Hall, 805 Sherbrooke Street West, Montreal, Quebec H3A 2K6, Canada.

YORK UNIVERSITY. ATKINSON COLLEGE. Department of Computer Science and Mathematics. Applications are invited for a tenure-stream position in Computer Science effective July 1, 1984. Candidates should have a Ph.D. in Computer Science, and have broad interests and experience, preferably in one or more of the following areas: database and information systems, computer architecture and operating systems, programming languages and their processors. Duties will include undergraduate teaching and research. Rank and salary will be commensurate with qualifications and experience. Atkinson College offers mainly evening courses for students studying part-time toward undergraduate degrees of York

University. Faculty and students currently have use of a VAX-11/780/VMS, an IBM 4341-111VM/CMS, a DEC-1060/TOPS-10, an NAS60/MVS, and various microcomputers. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Letters of application with curriculum vitae and names of three references should be sent to: Prof. J.A. Mason, Department of Computer Science and Mathematics, Atkinson College, York University, 4700 Keele Street, Downsview, Ontario, M3J 2R7.

UNIVERSITY OF ALBERTA. Department of Computing Science. Applications are invited for three tenure track positions at the Assistant or Associate Professor levels. The Department is currently involved in an expansion program to meet increased student enrolment. Candidates must have a Ph.D. in Computer Science or related field or demonstrated equivalent achievement in education and research. Responsibilities include teaching at the Graduate and Undergraduate levels and research. Candidates from all areas will be considered, although preference will be given to applicants with expertise in the areas of Networks, Programming Languages, Software Engineering, Operating Systems and Computer Architecture. Current hardware support includes an Amdahl 5860, a network of VAX 11/780s, PDP-11's and well equipped mini and micro computer laboratories. 1983/84 Salary range: Assistant Professor - \$37,270 to \$41,820; Associate Professor - \$37,420 to \$53,658. Send curriculum vitae and names of three references to: Dr. Lee J. White, Chairman, Department of Computing Science, University of Alberta, Edmonton, Alberta, Canada, T6G 2H1. Applications will be accepted until March 31, 1984. The University is an equal opportunity employer but, in accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada.

DALHOUSIE UNIVERSITY. Computing Science. Assistant Professor, tenure-track positions subject to budgetary approval. 2. Ph.D. in any area of computer science, or equivalent. 3. Teaching and research in computing science. 4. Salary commensurate with qualifications and experience. 5. Send curriculum vitae and names of 3 references to: Dr. K. Dunn, Chairman, Department of Mathematics, Statistics and Computing Science, Dalhousie University, Halifax, N.S. B3H 4H6. Effective July 1, 1984. Closing Date: when the positions are filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CRAFTS

NOVA SCOTIA COLLEGE OF ART AND DESIGN. Craft Division. Assistant or Associate Professor, Jewellery, for the 1983-84 academic year. This is a full time position, contract to commence July 1, 1984. Responsibilities include Head of Jewellery Department, teaching intermediate and advanced courses in Jewellery. Desirable qualifications include an MFA equivalent, substantial exhibition record and teaching experience. In accordance with Canadian Immigration regulations this notice is directed to Canadian citizens and permanent residents. Salary will be at the level of Assistant or Associate Professor depending upon qualifications. Send letter with C.V. and references to Joyce Chown, Chair, Craft Division, NSCAD, 5163 Duke St., Halifax, N.S. B3J 3J6.

DENTISTRY

UNIVERSITY OF MANITOBA. SCHOOL OF DENTAL HYGIENE. Dentistry. Applications or nominations are invited to fill the position of Director of the School of Dental Hygiene Faculty of Dentistry, University of Manitoba for a term of three years, commencing July 1, 1984. In addition, this appointment carries with it a probationary appointment in the school of Dental Hygiene. Both women and men are encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should have a minimum of a Master's Degree and experience in dental hygiene education. Experience in academic administration would be an asset. Responsibilities will include overall administration of the School of Dental Hygiene, curriculum

development, staff appointments, coordination of staff development, student counselling, supervision of research activities within the School, participation on School, Faculty or University committees. Salary and academic rank commensurate with qualifications and experience. Nominations or applications with current curriculum vitae and the names of three referees should be submitted prior to Feb. 28, 1984 to: Dr. A. Schwartz, Dean, Faculty of Dentistry, University of Manitoba, 780 Bannatyne Avenue, Winnipeg, Manitoba, R3E 0W3.

DALHOUSIE UNIVERSITY. Division of Orthodontics. Applications are invited for a full-time tenure track faculty in Orthodontics. Applicants should be eligible for licensure in Nova Scotia, possess practice, teaching and continuing education experience, and a developing research program. Responsibilities include: teaching undergraduate orthodontics, private practice privileges, continuing education and half-time research. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University is an equal opportunity employer. Applications, curriculum vitae and references should be submitted to: Dr. W.B. Barro, Head, Division of Orthodontics, Faculty of Dentistry, Dalhousie University, Halifax, Nova Scotia, B3H 3J5, by March 2, 1984.

THE UNIVERSITY OF MANITOBA. Faculty of Dentistry. Oral Pathologist. Applications are invited for a term position in the Department of Oral Biology. Candidates should have a dental degree and/or medical degree, and should have completed an accredited graduate program or post-graduate certification program in oral pathology. The successful candidate will be responsible for the teaching of general and oral pathology at the undergraduate and graduate level, as well as assist in clinical activities and undertake research. Salary and rank are negotiable depending upon qualification and experience. Both men and women are encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This position is available July 1, 1984, or as soon thereafter as possible. Applications with curriculum vitae and names of three referees or requests for information should be submitted to: Dr. J. Hamilton, Head, Department of Oral Biology, Faculty of Dentistry, The University of Manitoba, 780 Bannatyne Avenue, Winnipeg, Manitoba, Canada, R3E 0W3; (204) 766-3703.

DRAMA

UNIVERSITY OF ALBERTA. Department of Drama. The University of Alberta Department of Drama requires an expert in movement. The post involves the teaching of modern dance, historical dance, and an integration of movement in the actor's process as part of the B.F.A. professional acting program. The ability to choreograph for a variety of periods, styles and productions, and to coach, are essential. Rank: Assistant Professor. Salary \$29,720. Appointment to take effect: July 1, 1984. Deadline for recruitment applications: March 31, 1984. Applications with curriculum vitae and names of three referees should be sent to: professor Carl Hays, Chairman, Department of Drama, 3-146 Fine Arts Centre, University of Alberta, Edmonton, Alberta, Canada, T6G 2C9. The University of Alberta is an equal opportunity employer, but, in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This position is advertised subject to funding.

QUEEN'S UNIVERSITY. Department of Drama. Applications are invited for a teacher of acting directing and drama. Its duties are at the Assistant Professor level. Floor of Assistant Professor \$24,250. Men and women are encouraged to apply. A tenure stream appointment beginning September 1st, 1984. Applications should be directed to: J.A. Euring, Head, Department of Drama, Queen's University, Kingston, Ontario, K7L 3N6. Deadline for applications February 29, 1984.

QUEEN'S UNIVERSITY. Department of Drama. Applications are invited for a teacher of acting/directing at the Lecturer's or Assistant Professor's level dependent on qualifications. To teach introduction to Drama and Assistant Professor. Candidates of both sexes are equally encouraged to apply. Appointment date September 1984 to April 1985 (eight months sabbatical replacement). Applications should be directed to J.A. Euring,

Head, Department of Drama, Queen's University, Kingston, Ontario, K7L 3N6. Applications open until position is filled.

ECONOMICS

LAURENTIAN UNIVERSITY. Economics. Applications are invited from men and women for 1. three appointments in ranks commensurate with candidates' qualifications, 2. Ph.D. with competence in scholarship and teaching preferred; the ability to teach in English and French required for one position. 3. Undergraduate teaching; all specializations will be considered. 4. Salaries fully competitive with other Canadian Universities. 5. Applications with CV and names of three referees should be sent to: Dr. E.T. Willauer, Chairman, Dept. of Economics, Laurentian University, Sudbury, Ontario, P3E 2C6. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Positions are subject to budget approval. **L'UNIVERSITÉ LAURENTIENNE.** Science économique: L'Université Laurentienne sollicite les candidatures d'hommes et de femmes pour: 1. trois nominations à des rangs correspondant aux titres et qualités des candidats. La préférence est accordée aux candidats possédant un Ph.D. et de la compétence dans l'enseignement et la recherche; la capacité d'enseigner en anglais et en français est exigée pour un des postes. 3. Les titulaires seront appelés à donner des cours de premier cycle; toutes les spécialisations seront prises en considération; les traitements sont comparables à ceux offerts par d'autres universités canadiennes. 5. Faire parvenir sa candidature, accompagnée d'un curriculum vitae et des noms de trois répondants, au professeur E.T. Willauer, Directeur, Département de sciences économiques, Université Laurentienne, Sudbury, (Ontario) P3E 2C6. Conformément aux exigences relatives à l'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents. Les postes sont soumis à l'autorisation budgétaire.

McGILL UNIVERSITY. Economics. McGill University, Department of Economics, Faculty of Arts invites applications for a tenure-track appointment at the rank of Assistant Professor, commencing September 1984, subject to budgetary approval. Special emphasis on Micro-Economic Theory, with other fields open. A Ph.D. (completed or near completion) required. Applications with c.v. and names of three referees should be addressed to Professor Irving Brecher, Chairman, Department of Economics, McGill University, 855 Sherbrooke St. West, Montreal, Quebec, H3A 2T7. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF GUELPH. School of Agricultural, Economics and Extension Education. Position: Assistant Professor in Farm Business Management. Position Description: The School of Agricultural Economics and Extension Education invites applications for a tenure track position in Farm Business Management. Candidates must have a Ph.D. in Agricultural Economics or a related area with strong training in Farm Management, Agricultural Finance, Production Economics and quantitative methods. Preference will be given to candidates with an interest in Farm Business Finance. Rank: Assistant Professor. Duties: Duties will include teaching diploma, undergraduate and graduate courses in farm business management, agricultural finance and production economics. The successful candidate will also be expected to supervise graduate students and contribute to the research and extension program in farm business management and agricultural finance. Requirement: Applicants should provide a complete curriculum vitae, a brief description of research interests, a transcript of academic record and the names of three references to: Dr. E.L. Menzie, Director, School of Agricultural Economics and Extension Education, University of Guelph, Guelph, Ontario, N1G 2W1. Position Open: September 1, 1984. Application Closing Date: April 1, 1984. Position is subject to final budgetary approval. This advertisement is directed to Canadian citizens and permanent residents.

TRENT UNIVERSITY. Economics. The Department of Economics, Trent University, invites applications for two appointments, term or tenure track at the rank of Lecturer/Assistant Professor, commencing July 1, 1984. Responsibilities include research and undergraduate teaching in theory, Natural Resource Economics, Economic History, History of Economic Thought,

Labour Economics, Development Economics; other fields will be considered. Applicants for these positions should have a doctorate or be near completion. Salary and rank are negotiable in accordance with qualifications and experience. Applications are subject to budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should submit their curriculum vitae along with names of three referees to Dr. D.C.A. Curtis, Chairman, Department of Economics, Trent University, Peterborough, Ontario K9J 7B8.

UNIVERSITY OF WINDSOR. Department of Economics. Applications are invited for a full-time, regular appointment. Qualifications: A Ph.D. in Economics and demonstrated excellence in teaching and research. All areas of Economics will be considered, and rank and salary will be negotiable and commensurate with qualifications. Duties include undergraduate and graduate teaching, research supervision, and significant research output. Appointment effective July 1, 1984. In accordance with the Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send curriculum vitae and the names of three referees to Dr. J.C. Strick, Head, Department of Economics, University of Windsor, Windsor, Ontario, N9B 3P4. Phone (519) 253-4232, Ext. 245.

BROCK UNIVERSITY. Department of Economics. Applications are invited for two contractually limited positions to teach undergraduate theory and one other area of specialization, preferably mathematical economics, money and banking, international trade, statistics, or econometrics beginning July 1, 1984. Applicants for these positions should have at least a doctorate or be near completion. All fields will be considered. Rank is open. Preference will be given to applicants with a commitment to research as well as teaching. Salaries are competitive at all ranks. Applications, including curriculum vitae and names of referees, should be sent to: Chairman, Recruitment Committee, Department of Economics, Brock University, St. Catharines, Ontario, L2S 3A1. Applications should be received by March 1, 1984. Canadian citizens and landed immigrants will be given preference.

BROCK UNIVERSITY. Department of Economics. Applications are invited for one tenure-track appointment (subject to budgetary approval) to teach undergraduate theory and one other area of specialization, preferably mathematical economics, money and banking, international trade, statistics, or econometrics beginning July 1, 1984. Applicants for these positions should have at least a doctorate or be near completion. All fields will be considered. Rank is open. Preference will be given to applicants with a commitment to research as well as teaching. Salaries are competitive at all ranks. Applications, including curriculum vitae and names of referees, should be sent to: Chairman, Recruitment Committee, Department of Economics, Brock University, St. Catharines, Ontario, L2S 3A1. Applications should be received by March 1, 1984. Canadian citizens and landed immigrants will be given preference.

CONCORDIA UNIVERSITY. Department of Economics. Applicants are invited for limited term, and/or tenure track appointments effective September 1, 1984. Strong candidates with a completed, or nearly completed, Ph.D. and preferably with some teaching experience will be considered for the Assistant level. Fields are open. Responsibilities include teaching at both undergraduate and graduate levels and supervision of doctoral theses. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Contact Professor Muriel Armstrong, Department of Economics, Concordia University, 1455 Avenue du Parc, West, Montreal, Quebec, H3G 1M8.

SAINT MARY'S UNIVERSITY. Department of Economics. Applications are being accepted for a new tenure-track position at the lecturer or assistant professor level, commencing in September, 1984. Applicants for the position should have a Ph.D. (completed or near completion), previous teaching experience and a strong commitment to undergraduate teaching and to research. Fields are open but specializations in one or more of the following areas: Economic History, Resource Economics, and Money and Banking, are of particular interest. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, including curriculum vitae, and the names of three

references should be forwarded to: Professor Andrew S. Harvey, Chairman, Department of Economics, Saint Mary's University, Halifax, Nova Scotia, Canada, B3H 3C3. Applications will be considered until the position is filled.

MOUNT SAINT VINCENT UNIVERSITY. Economics. Mount Saint Vincent University, Department of Economics, invites applications for a full-time position commencing July 1, 1984 teaching undergraduate courses in the areas of labour economics, Canadian economic problems, and economic thought. Qualifications: doctorate or near completion with teaching experience preferred. Rank and salary will be in accordance with qualifications and experience. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents only. Send curriculum vitae and the names of three referees to: Dr. Susan Clark, Dean of Human and Professional Development, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J6.

EDUCATION

UNIVERSITY OF ALBERTA. Department of Educational Foundations. The Department of Educational Foundations, University of Alberta will be making senior appointments for the Spring and Summer Session 1984 to teach the following undergraduate and graduate level courses: Educational Foundations 401 - Selected Topics in Educational Foundations; Educational Foundations of Process; Education in Indian Schools (May 28th - June 15th, 1984); Educational Foundations 501 - Selected Topics in Educational Foundations: Education, Society and Development in Japan; Social Comparisons with Educational Development in West Germany (July 3rd - July 20th, 1984). Applicants should have had experience in teaching both at the undergraduate and graduate levels and have published extensively in the course areas. Salary for each position will be \$2545.00. Please send applications to Dr. R.J. Canney, Chairman, Department of Educational Foundations, Faculty of Education, University of Alberta, Edmonton, Alberta, T6G 2G5. Deadline for applications: Feb. 29, 1984. The University of Alberta is an equal opportunity institution. In accordance with Canadian Immigration regulations this advertisement is directed to Canadian citizens and permanent residents.

ACADIA UNIVERSITY. Education. Acadia University, School of Education invites applications for two positions in Special Education (one tenure track and one contractually limited appointment) to begin July 1, 1984. The Special Education Program at Acadia offers a 12-month B.Ed. degree (with Bachelor pre-requisite) and a Master's in Special Education. Successful candidates will have strong commitment to an adequate teaching experience working in elementary, junior high schools, or experience in preservice/in-service training of elementary/junior high teachers. Rank dependent on academic background and experience. The deadline for application is March 31, 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send a resume and names of three referees to Professor V.M. Hiscock, Chairman, Selection Committee, School of Education, Acadia University, Wolfville, Nova Scotia, B0P 1X0.

UNIVERSITY OF ALBERTA. Department of Secondary Education. The Departments of Elementary and Secondary Education, Faculty of Education, University of Alberta, are seeking an Instructor for Summer Session 1984 to teach Ed. C-1 696 Conference Seminar: Curriculum Issues in Third World Countries an advanced level curriculum course primarily for advanced Master's and Doctoral students. The course examines current issues of school curriculum change in the terms of underlying assumptions and ideology. While it addresses practical problems of curriculum activities such as curriculum development, curriculum implementation and curriculum evaluation, it will consider these very terms problematic in order to illuminate the invested meanings of these terms. These considerations will be contextualized within concrete situations in developing Third World countries. Further, the issue of academic curriculum imperialism will be considered. The Instructor sought should meet the following qualifications: a doctorate degree in Curriculum Theorizing with curriculum experience in developing countries; familiarity with literature in curriculum orientations; experience in developing countries in the area of curriculum action; previous experience in teaching advanced

university level students from Third World countries. Salary: Summer Session stipend at professor rank. The University of Alberta is an equal opportunity employer but, in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for accepting applications is February 29, 1984. Applications accompanied by curriculum vitae and relevant scholarly papers should be sent to Dr. Ted Aoki, Chairman, Department of Secondary Education, University of Alberta, Edmonton, Alberta, Canada, T6G 2G5.

UNIVERSITE SAINT-ANNE. Education. L'Université Sainte-Anne (université francophone en Nouvelle-Ecosse) est à la recherche d'un professeur adjoint ou agrégé (possibilité de permanence), de Préférence titulaire d'un doctorat (ou équivalent) et ayant l'expérience de la salle de classe. Le poste comprend l'enseignement au 1er cycle, la recherche et la participation à la vie universitaire. Les postulants doivent démontrer qu'ils ont une expertise dans au moins deux des domaines suivants: la psychopédagogie, la didactique, les problèmes d'apprentissage, la technologie de la pédagogie, la didactique des langues. Le traitement est négociable à l'intérieur des normes de la convention collective. Le candidat postulerait en formation en juillet 1984; ce poste sera comblé seulement si le budget est approuvé. Les demandes accompagnées d'un curriculum vitae doivent être envoyées à: Dr. S. Muise, Vice-recteur à l'enseignement, Université Sainte-Anne, P.O. Box 55, B0V 1N5.

YORK UNIVERSITY. Education. The Faculty of Education invites applications for ten appointments, all of which are tenure stream or term (except #6 which is only term) depending on candidate qualifications and interests: (1) and (2) in the pedagogical use of computers across the curriculum and across school age levels, primarily for the in-service program (3) in the sociology and psychology of child development and socialization (4) in language education, particularly for the pre-service and graduate programs, (5) and (6) in pedagogical curriculum design and methods of teaching for the pre-service program in the area of the elementary school curriculum (7) in pedagogy (curriculum design and methods of teaching) for the pre-service program in the area of junior-intermediate school curriculum (8) in science education and methods of teaching for the pre-service program in the area of the elementary school curriculum (9) in educational administration, particularly for the in-service program with regard to school organization and program supervision and evaluation and (10) in mathematics and computer science education, a joint appointment with the Faculty of Arts in the Mathematics Department, mainly to teach about secondary school programs. For all positions, the ideal candidates would have successful school-teaching experience; a record of achievement in teaching excellence; an appropriate advanced degree or equivalent achievement; research, methodology and/or program design skills; and a demonstrated ability to collaborate with field and university colleagues. All positions are pending administrative approval and would commence September 1, 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications should be sent as soon as possible, and preferably by March 1, 1984, to: Dean Andrew Effrat, Faculty of Education, York University, 4700 Keele Street, Downsview, Ontario, M3J 1P3.

YORK UNIVERSITY. Education. The Faculty of Education is advertising for four appointments, all of which are tenure stream or term depending on candidate qualifications and interests: (1) and (2) in special education, particularly learning disabilities, for the graduate program in Language and Learning Problems and for the general pre-service in-service programs (3) primarily in hearing impairment, particularly in the graduate program in Language and Learning Problems but also for the general pre-service and in-service programs (4) in special education and the pedagogical use of computers. For all positions, the ideal candidates would have successful school-based experience; a record of scholarly and teaching excellence; an appropriate advanced degree or equivalent achievement; research, methodology and/or program design skills; and a demonstrated ability to collaborate with field and university colleagues. Rank and salary will be commensurate with qualifications and experience. All positions are pending administrative approval and would commence September 1, 1984. In accordance with Canadian

Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications should be sent as soon as possible, and preferably by March 1, 1984, to: Dean Andrew Effrat, Faculty of Education, York University, 4700 Keele Street, Downsview, Ontario, M3J 1P3.

UNIVERSITY OF NEW BRUNSWICK. Art Education. Applications are invited for a two-year term appointment at the Assistant or Associate Professor level in the field of Art Education (subject to budgetary approval). A Doctorate in Art Education is preferred though applications will be accepted from those with a Master's degree in Art Education or in Fine Arts if candidates have demonstrated successful experience working with public school teachers and children. Duties will include undergraduate teaching and the supervision of student teaching. The faculty member's primary responsibility will be in teaching methodology to prospective generalist elementary teachers. In addition, a number of courses for those particularly interested in art at the elementary level would be taught. The successful candidate will be expected to maintain a program of scholarly activity. Interested applicants should send a curriculum vitae and the names of 3 references to: Dr. M.S. Small, Chairman, Curriculum & Instruction Division, Faculty of Education, University of New Brunswick, Bag Service #4533, Fredericton, N.B. E3B 6E3 by March 15, 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF SASKATCHEWAN. Education. Applications are invited for a tenure-track position in adult education (including program planning, evaluation and community development) at the Assistant Professor level, available July 1, 1984. Applicants should have a Ph.D. in adult continuing education, experience in graduate student supervision, a demonstrated record of productive research, ability to work in cross-cultural and international situations, experience in business or industry, and familiarity with rural and urban adult education programming. Applications, including a curriculum vitae, a list of publications, and three references should be sent to: Dean N. Herson, College of Education, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF VICTORIA. Faculty of Education. Sessional appointments for the 1984/85 academic year, Sept. 1 - April 30, are required in the areas of (1) Early Childhood Education, and (2) Language Arts/Reading. A Master's degree is required with preference being given to those with a doctorate. Teaching experience is required for both positions. The position in Early Childhood Education requires experience in curriculum development, preschool teaching and supervision of student teachers. The position in Language Arts/Reading requires knowledge and instruction expertise in the language arts/reading instruction curriculum of the intermediate grades and ability to supervise student teachers in the middle grades. Both positions are subject to funding. Letters of application, a curriculum vitae, and the names and addresses of three persons familiar with the work and potential of the applicant should be sent by March 15, 1984, to Dr. Arthur Olson, Chairman, Department of Communication and Social Foundations, University of Victoria, Faculty of Education, P.O. Box 1700, Victoria, B.C., Canada, V8W 2Y2. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MOUNT SAINT VINCENT UNIVERSITY. Education. Mount Saint Vincent University, Department of Education invites applications for a full-time position in Special Education commencing July 1, 1984. Candidates will be expected to teach B.Ed., Masters level and in-service courses, thesis direction and supervision of student teaching as well as pursuing an active on-going program of research. The ability to participate in the activities of a learning centre is essential. Qualifications: Ph.D. and teaching experience. Rank and salary will be in accordance with qualifications and experience. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send curriculum vitae and the names of three referees to: Dr. Susan Clark, Dean of Human and Professional Development, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J6.

MOUNT SAINT VINCENT UNIVERSITY.

Education, Mount Saint Vincent University. Department of Education invites applications for a full-time position in Elementary Reading and Language Education commencing July 1, 1984. Responsibilities include teaching Bachelor of Education, Master's level and in-service courses with emphasis on instructional processes in literacy. Candidates will also be expected to be involved in thesis direction and supervision of student teachers as well as pursuing an active on-going program of research. Qualifications: Ph.D. and teaching experience. Rank and salary in accordance with qualifications and experience. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send curriculum vitae and names of three referees to: Dr. Susan Clark, Dean of Human and Professional Development, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J6.

LAKEHEAD UNIVERSITY. Faculty of Education, The Faculty of Education, Lakehead University invites applications for a tenure-track appointment in Primary Education. Candidates should hold a doctorate in an appropriate academic area (such as Early Childhood, Primary or Elementary Education; Developmental or Educational Psychology; Language/Reading or Special Education) with a focus on the educational needs of primary level children. Candidates must hold a teaching certificate and have teaching experience in the primary grades. Duties will include an appropriate combination of undergraduate and graduate teaching, student supervision, and research and scholarship. Some off-campus teaching may be involved from time to time. Inquiries should be sent to: The Office of the Dean, Faculty of Education, Lakehead University, Thunder Bay, Ontario, P7B 5E1. Effective date of appointment — July 1, 1984. Closing date: March 31, 1984, or when position filled. Canadian Immigration regulations require that applications from Canadians and Landed Immigrants will be given preference.

ENGINEERING

UNIVERSITY OF WATERLOO. Department of Mechanical Engineering. Applications are being accepted for two tenure track positions; one in experimental thermofluids, the other in manufacturing for which experience in computer-aided manufacturing would be an asset. Candidates should have a Ph.D. and will be expected to teach both undergraduate and graduate courses, as well as maintain an active research program. Resumes, with names of three references, should be sent to Professor H.W. Kerr, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and Permanent Residents.

UNIVERSITY OF SASKATCHEWAN. Chemical Engineering. Applications are invited for a tenure-track position in Chemical Engineering at the Assistant or Associate Professor level. Candidates must have a doctoral degree and commitment to excellence in teaching and to a vigorous research program. Preference will be given to those with experience in process dynamics and reaction engineering. Some industrial experience is desirable. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. A curriculum vitae, names of three referees and a summary of research interest should be sent to: Dr. M.N. Esmail, Head, Department of Chemical Engineering, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

ROYAL MILITARY COLLEGE OF CANADA. Civil Engineering. 1. Academic position for a specialist in structural engineering. 2. A Ph.D. or equivalent desired. 3. To teach graduate and undergraduate courses in structural analysis and design; to pursue independent design oriented research; to supervise graduate and undergraduate theses; and to teach other civil engineering subjects as required by the Head of the Department. 4. Salary competitive and in accordance with professional qualifications and experience. 5. Dr. Wayne Kirk, Head, Department of Civil Engineering, Royal Military College of Canada, Kingston, Ontario, K7L 2W5. Starting: 1 July 1984. 7. Deadline: 1 June 1984.

CARLETON UNIVERSITY. Mechanical and Aeronautical Engineering. Both tenure track and temporary openings exist at the Assistant and Associate Professor level, effective July 1st, 1984. Candidates should have an interest in design, materials, aerodynamics and

fluid mechanics or thermodynamics. A strong interest in laboratory development is desirable. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send CV and the names of three referees to: Prof. H.H. Saravanamutlu, Chairman, Mechanical and Aeronautical Engineering, Carleton University, Ottawa, Ontario K1S 5B6. Open to both men and women. Positions are subject to budgetary approval.

UNIVERSITY OF BRITISH COLUMBIA. Chemical Engineering. Applications are invited for a tenure track appointment in the area of pulp and paper engineering. Candidates must have previous experience in this area. A new course Master's program is being implemented and a Pulp and Paper Centre is planned for completion in the summer of 1985. An appointment at the Assistant Professor rank is preferred, but an Associate Professor appointment may be considered. Candidates should have a Ph.D. (preferably) or Master's degree in chemical engineering or a closely related field. Salary commensurate with experience. Starting date April 1, 1984 or somewhat later. Apply in writing before Feb. 29, 1984 enclosing curriculum vitae, names of three referees and a summary of teaching and research interests to: Prof. J.R. Grace, Head, Department of Chemical Engineering, University of British Columbia, 2216 Main Mall, Vancouver, B.C. V6T 1W5. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia offers equal opportunity to qualified male and female candidates.

TECHNICAL UNIVERSITY OF NOVA SCOTIA. Department of Electrical Engineering. Applications are invited for two tenure-track faculty positions at the assistant or associate professor level in the general area of Electronics. In addition to teaching courses at the undergraduate and graduate level, the successful candidates will conduct their research at the Applied Microelectronics Institute, Halifax, which is located on the same campus. Specialization in one or more of the following areas will be an asset: Digital techniques and system design, Optical electronics, Computer-aided design, Power electronics, Data communication systems, Integrated circuit design. Salary and rank will be commensurate with qualifications and experience. Please send your resume to: Dr. W.Z. Fam, Professor and Head, Department of Electrical Engineering, P.O. Box 1000, Halifax, Nova Scotia, Canada, B3J 2X4. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CARLETON UNIVERSITY. Electrical Engineering/Computer Engineering. Applicants are invited for tenure track, term, or visiting appointments at the assistant or associate professor levels. Duties will include teaching and research at the undergraduate and graduate levels in areas such as micro computer applications, automatic control or communication, real-time programming, microprocessor hardware and architecture, computer design. A strong hardware/software background is required. The department's computing facilities include, in addition to the university's main frame, an Ethernet based LAN consisting of a VAX 11/750, SUN 68000s, many PDP 11s, 5086s, and an Intel development system network. Applicants should have a Ph.D. degree or equivalent in Electrical Engineering or a related discipline in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The positions are open to both men and women. Send C.V. and names of references to: Dr. Ben and Paqure, Chairman, Department of Systems and Computer Engineering, Carleton University, Ottawa, Ontario, K1S 5B6.

UNIVERSITY OF BRITISH COLUMBIA. Engineering. The Department of Electrical Engineering of the University of British Columbia invites applications for positions at the Assistant and possibly Associate Professor level in the following areas: Digital Systems and related areas; Integrated Electronics, including microwave integrated circuits; Communications Applications to industrial processes. Qualifications including a Ph.D. and strong industrial experience would also be an asset. In accordance with Canadian Immigration requirements, this is directed to Canadian citizens and permanent residents. Please address all correspondence to: Head, Department of Electrical Engineering, The University of British Columbia, Vancouver, B.C. V6T 1W5.

UNIVERSITY OF VICTORIA. Electrical Engineering. Applications are invited for

tenure-track faculty positions in the Department of Electrical Engineering at the University of Victoria. The positions will involve undergraduate and graduate teaching in Electrical and Computer Engineering and research in one or more of the following areas: Electronic and communication circuits and systems, microelectronics, VLSI design, and digital hardware. Applicants should hold a doctorate in an appropriate area and be familiar with modern trends in their area. Industrial experience will be considered an asset. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. If no suitable candidates are found, the search may be extended to other candidates. Applications, which should include curriculum vitae and the names of four referees, should be addressed to: Dr. A. Antoniou, Chairman, Department of Electrical Engineering, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2.

UNIVERSITY OF VICTORIA. Electrical Engineering. Applications are invited for a number of Post-Doctoral Fellowships in the Department of Electrical Engineering at the University of Victoria. The positions will involve research in one or more of the following areas: one- and two-dimensional digital filters, digital signal processing, image processing, VLSI design and applications, CAD/AM and robotics. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. If no suitable candidates are found, the search may be extended to other candidates. Applications, which should include curriculum vitae and the names of three referees, should be addressed to: Dr. A. Antoniou, Chairman, Department of Electrical Engineering, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2.

UNIVERSITY OF NEW BRUNSWICK. Civil Engineering. Applications are invited for a tenure track faculty position in the field of soil mechanics and structures. The applicant will be expected to work at the undergraduate and graduate levels and have demonstrated interest in research. An earned Ph.D. is required. Applicants must be eligible for registration in a Provincial Association of Professional Engineers. The rank of appointment will depend on the qualifications of the successful applicant. It is expected that this position will be filled September 1, 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should have a detailed curriculum vitae and three references sent to Professor Ralph W. Francis, Head, Department of Civil Engineering, P.O. Box 4400, University of New Brunswick, Fredericton, N.B., E3B 5A3.

UNIVERSITY OF NEW BRUNSWICK. Civil Engineering. Applications are invited for a tenure track faculty position in the field of Construction Planning, Construction Management, Building Construction and Building Materials. The successful applicant will be expected to teach undergraduate and graduate courses, and to develop research programs. Qualifications should include at least a master's degree in the construction areas noted and at least two years of practical experience in onsite construction. An appointment will be made at the Assistant Professor level. Applicants must be eligible for registration in a provincial Association of Professional Engineers. This position will be effective January 1, 1984 or until filled. In accordance with the Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should have a detailed curriculum vitae and three references sent to: Professor Ralph W. Francis, Head, Department of Civil Engineering, University of New Brunswick, P.O. Box 4400, Fredericton, N.B., E3B 5A3.

UNIVERSITY OF OTTAWA. Electrical Engineering. Excellent opportunity in Canada's High Technology Capital. Applications are invited for a tenure-track position should be able to teach Electrical Machines at the undergraduate level and do research in Microprocessor applications in that field or Robotics. A Ph.D. degree is required. Starting date: May 1, 1984. Ottawa offers a unique opportunity in Canada for research, teaching, and industrial contacts and contacts at the Assistant Professor level. Canadian Immigration requirements, this advertisement is directed to Canadian citizens or permanent residents. Please send resumes and the names of three referees to: Professor Nicolas D. Georganas, Chairman, Electrical Engineering Department, University of Ottawa, Ottawa, Ontario, K1N 6N5. Tel: (613) 231-2493.

UNIVERSITY OF NEW BRUNSWICK. SAINT JOHN CAMPUS. Electrical Engineering. Division of Mathematics, Engineering and Computer Science. Applications are invited for a sabbatical replacement position at the Assistant/Associate Professor level in Electrical Engineering for the 1984-85 academic year. Candidates should have a doctorate in Electrical Engineering or have acquired equivalent experience. Previous teaching experience would be a definite asset. Duties include teaching two undergraduate courses each term. Salary commensurate with rank and qualifications. Candidates should arrange for Curriculum Vitae and names of three referees to be sent to: Dr. I.R. Cameron, Dean of Faculty, University of New Brunswick, P.O. Box 5050, Saint John, N.B., E2L 4L5. Closing date for applications will be when the position is filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The availability of the position is subject to budgetary approval.

ENGLISH

QUEEN'S UNIVERSITY. English. The Department of English at Queen's University expects to be able to make a one-year, non-renewable appointment at the assistant professor level, from 1st September 1984. Applicants should have the Ph.D., and teaching experience preferably including modern literature and the freshman survey. Male and female applicants are equally encouraged to apply. In compliance with Canadian Immigration regulations, Canadian citizens and permanent residents will be given preference. Applications should be accompanied by a curriculum vitae and the names of three referees, and should be addressed to: Dr. D.O. Speltzinger, Head, Department of English, Queen's University, Kingston, Ontario, K7L 3N6. The closing date for applications is 29 February 1984.

THE UNIVERSITY OF NEW BRUNSWICK. English. The Department of English in The University of New Brunswick invites applications for a probationary tenure-track position at the rank of Assistant Professor, effective 1 July 1984. Candidates must hold the Ph.D. and must have a primary interest in post-Renaissance British literature and/or Commonwealth literature, especially African. Interested individuals should ask three referees to send confidential letters, and should themselves forward a letter of application, a detailed curriculum vitae, and a transcript of academic record, to Professor R.H. Cockburn, Chairman, Department of English, The University of New Brunswick, Fredericton, N.B. E3B 6E5. The deadline for application is 1 April 1984. In accordance with Canadian Immigration requirements, this announcement is directed to Canadian citizens and permanent residents of the Dominion only.

BROCK UNIVERSITY. Department of English. Two seasonal replacement, nine-month sabbatical replacements, to commence September 1, 1984. Duties include teaching two sections of freshmen English and one senior course: Old English or Canadian Literature. Your curriculum vitae, transcripts and letters of reference, should be sent to: Dr. Stella Slade, Chairman, Appointments Committee, Department of English, Brock University, St. Catharines, Ontario, L2S 3A1. Deadline for applications is February 29, 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

YORK UNIVERSITY. Faculty of Arts. English. 1) Assistant Professor, English. Tenure-stream appointment. 2) Ph.D. with emphasis on Canadian Literature required. 3) To teach undergraduate and graduate courses in Canadian literature. 4) Salary: minimum 1983-84, \$24,400. 5) Applications, with curriculum vitae and names of three referees, should be sent to: Prof. D. R. Ewen, Chairman, Department of English, York University, Downsview, (Toronto) Ont. M3J 1P3. 6) Duties to begin September 1984. 7) Deadline for applications: March 1, 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF MANITOBA. English. Title of position: A continuing appointment as coordinator of writing program (budget permitting). Qualifications required: MA in English or its equivalent, with specialized training in the teaching of composition and with at least five years experience at the university level in the coordination of a writing program at the remedial, intermediate,

and advanced levels. Relevant publications. Nature of duties: The coordination of a growing writing program presently enrolling more than 600 students. The training and supervision of the program's teaching staff. Teaching three full courses or equivalent of composition. Salary offered: The successful applicant will be appointed at the rank of instructor II. Effective 1 April 1984, salary floor is \$25,488. per annum. Send application, along with c.v. and the names of at least two referees, to John J. Teunissen, Acting Head, Department of English, University of Manitoba, Winnipeg, R3T 2N2. Date of appointment: 1 July 1984. Deadline for application: 1 March 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

WILFRID LAURIER UNIVERSITY. Department of English. Applications are invited for an open appointment subject to budgetary approval, rank and salary commensurate with qualifications and experience, effective July 1, 1984. Candidates should be specialists in 17th-century literature and Shakespeare. Ph.D. is required. Publication in these fields and full-time teaching experience strongly preferred. Deadline for application is March 1, 1984. Applicants should include a curriculum vitae and arrange to have three letters of reference sent to Dr. Hugh MacLachlan, Chairman, Department of English, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5. Canadian Immigration policy requires that, in the first instance, only Canadians or Landed Immigrants to Canada need apply for this position.

FAMILY STUDIES

UNIVERSITY OF MANITOBA. Department of Family Studies. Head. Applications are invited for the position of head, department of family studies. Candidates should have the following qualifications: Ph.D. in individual or family development, family resource management, and/or housing and living environments; demonstrated leadership and administrative abilities; competent college teaching record; and proven record of research. Candidates should possess an understanding of and commitment to family studies as a concept and as a direct discipline. The head reports to the dean of the Faculty of Human Ecology and is responsible for management of the department and for leadership, co-ordination and participation in the teaching, research and community service activities of the department. The department offers a major at the undergraduate level and a Master's degree at the graduate level. This is a tenure track position. Rank and salary will be commensurate with qualifications and experience. Both men and women are encouraged to apply. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Send application, effective from July 1, 1984. Applications including academic credentials, résumé of professional and research qualifications, and the names and addresses of at least three referees should be sent to: Dr. Bruce E. McDonald, Dean, Faculty of Human Ecology, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

FILM

QUEEN'S UNIVERSITY. Film Studies. The Department of Film Studies seeks an individual capable of teaching filmmaking and criticism courses and who will have primary responsibility for the filmmaking program. The appointment will be at the Assistant Professor level and is for a three year initial period renewable for a second three year period prior to a tenure decision. Applicants should send a curriculum vitae and a letter describing their qualifications to: Bill Nichols, Department of Film Studies, Queen's University, Kingston, Ontario, K7L 3N6. Letters of reference from three individuals should also be sent. Samples of work will be requested later. Deadline is April 15, 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY. Faculty of Fine Arts. Film. Associate Professor to teach film theory and history to undergraduate and graduate students, with a specialty in Canadian film history. Candidates should possess at least three of the following qualifications: (a) Ph.D.; (b) extensive teaching experience

at the university level; (c) significant scholarly publications in Canadian film history and theory; (d) practical experience in screenwriting or media production. Salary commensurate with experience. The tenure-track appointment, effective Fall 1984, is subject to withdrawal due to unexpected budget curtailment. Send curriculum vitae, and names with address and telephone number of three referees to: Chairman, Film Department, York University, Downsview (Toronto), Ont. M3J 1P3. Application deadline is April 1, 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

FINANCE/MANAGEMENT SCIENCE

UNIVERSITE D'OTTAWA. Faculté d'Administration. Management et Politiques Publiques. Postes à temps plein en Management et politique publiques disponibles le 1er juillet 1984. Les candidat(e)s espérant obtenir la permanence devront posséder un doctorat ou être près de le terminer. Rang et salaire établis en fonction des qualifications et états de service. En plus de l'enseignement qu'ils doivent procurer, les candidats seront également en mesure de démontrer une capacité d'entreprendre et de continuer des travaux de recherche. Le bilinguisme (français et anglais) serait un atout. Tous les cours sont offerts dans les deux langues officielles. Les demandes doivent être envoyées à: Gilles Paquet, Doyen, Faculté d'Administration, 115 rue Wilbrod, Ottawa, (Ontario), K1N 6N5. Note: Cette offre est sans engagement formel jusqu'à confirmation des décisions nécessaires en matière d'allocation de crédits. Les demandes émanant des candidat(e)s en possession d'une autorisation légale d'occuper au Canada un emploi seront envisagées en priorité.

UNIVERSITY OF OTTAWA. Faculty of Administration. Public Policy and Management. Faculty positions in Public Policy and Management starting July 1, 1984. Tenure-track appointments require Ph.D. degree in hand or near completion. Rank and salary, open to negotiation, commensurate with experience and qualifications. Applicants should have a strong commitment to teaching and must be able to demonstrate an ability to undertake or continue research activities. Bilingualism (English and French) would be an asset. All courses at both the undergraduate and graduate levels are offered in English and French. Send résumés to: Gilles Paquet, Dean, Faculty of Administration, University of Ottawa, 115 Wilbrod Street, Ottawa, Ontario, K1N 6N5. Note: This offer of position is subject to the availability of funding. Applications from Canadian citizens, landed immigrants and others eligible for employment in Canada at the time of application will be given priority.

UNIVERSITE D'OTTAWA. Faculté d'Administration. Science de la Gestion. Postes à temps plein en Science de la gestion disponibles le 1er juillet 1984. Les candidat(e)s espérant obtenir la permanence devront posséder un doctorat ou être près de le terminer. Rang et salaire établis en fonction des qualifications et états de service. En plus de l'enseignement qu'ils doivent procurer, les candidats seront également en mesure de démontrer une capacité d'entreprendre et de continuer des travaux de recherche. Le bilinguisme (français et anglais) serait un atout. Tous les cours sont offerts dans les deux langues officielles. Les demandes doivent être envoyées à: Gilles Paquet, Doyen, Faculté d'Administration, 115 rue Wilbrod, Ottawa (Ontario), K1N 6N5. Note: Cette offre est sans engagement formel jusqu'à confirmation des décisions nécessaires en matière d'allocation de crédits. Les demandes émanant des candidat(e)s en possession d'une autorisation légale d'occuper au Canada un emploi seront envisagées en priorité.

UNIVERSITY OF OTTAWA. Faculty of Administration. Management Science. Faculty positions in Management Science starting July 1, 1984. Tenure-track appointments require Ph.D. degree in hand or near completion. Rank and salary, open to negotiation, commensurate with experience and qualifications. Applicants should have a strong commitment to teaching and must be able to demonstrate an ability to undertake or continue research activities. Bilingualism (English and French) would be an asset. All courses at both the undergraduate and graduate levels are offered in English and French. Send résumés to: Gilles Paquet, Dean, Faculty of Administration, University of Ottawa, 115 Wilbrod Street, Ottawa, Ontario, K1N 6N5. Note: This offer of position

is subject to the availability of funding. Applications from Canadian citizens, landed immigrants and others eligible for employment in Canada at the time of application will be given priority.

UNIVERSITE D'OTTAWA. Faculté d'Administration. Management et Commerce International. Postes à temps plein en Management et commerce international disponibles le 1er juillet 1984. Les candidat(e)s espérant obtenir la permanence devront posséder un doctorat ou être près de le terminer. Rang et salaire établis en fonction des qualifications et états de service. En plus de l'enseignement qu'ils doivent procurer, les candidats seront également en mesure de démontrer une capacité d'entreprendre et de continuer des travaux de recherche. Le bilinguisme (français et anglais) serait un atout. Tous les cours sont offerts dans les deux langues officielles. Les demandes doivent être envoyées à: Gilles Paquet, Doyen, Faculté d'Administration, 115 rue Wilbrod, Ottawa (Ontario), K1N 6N5. Note: Cette offre est sans engagement formel jusqu'à confirmation des décisions nécessaires en matière d'allocation de crédits. Les demandes émanant des candidat(e)s en possession d'une autorisation légale d'occuper au Canada un emploi seront envisagées en priorité.

UNIVERSITY OF OTTAWA. Faculty of Administration. Management and International Business. Faculty positions in Management and International Business starting July 1, 1984. Tenure-track appointments require Ph.D. degree in hand or near completion. Rank and salary, open to negotiation, commensurate with experience and qualifications. Applicants should have a strong commitment to teaching and must be able to demonstrate an ability to undertake or continue research activities. Bilingualism (English and French) would be an asset. All courses at both the undergraduate and graduate levels are offered in English and French. Send résumés to: Gilles Paquet, Dean, Faculty of Administration, University of Ottawa, 115 Wilbrod Street, Ottawa, Ontario, K1N 6N5. Note: This offer of position is subject to the availability of funding. Applications from Canadian citizens, landed immigrants and others eligible for employment in Canada at the time of application will be given priority.

UNIVERSITE D'OTTAWA. Faculté d'Administration. Gestion Des Ressources Humaines. Postes à temps plein en Gestion Des ressources humaines disponibles le 1er juillet 1984. Les candidat(e)s espérant obtenir la permanence devront posséder un doctorat ou être près de le terminer. Rang et salaire établis en fonction des qualifications et états de service. En plus de l'enseignement qu'ils doivent procurer, les candidats seront également en mesure de démontrer une capacité d'entreprendre et de continuer des travaux de recherche. Le bilinguisme (français et anglais) serait un atout. Tous les cours sont offerts dans les deux langues officielles. Les demandes doivent être envoyées à: Gilles Paquet, Doyen, Faculté d'Administration, 115 rue Wilbrod, Ottawa, (Ontario) K1N 6N5. Note: Cette offre est sans engagement formel jusqu'à confirmation des décisions nécessaires en matière d'allocation de crédits. Les demandes émanant des candidat(e)s en possession d'une autorisation légale d'occuper au Canada un emploi seront envisagées en priorité.

UNIVERSITY OF OTTAWA. Faculty of Administration. Human Resources Management. Faculty positions in Human Resources Management starting July 1, 1984. Tenure-track appointments require Ph.D. degree in hand or near completion. Rank and salary, open to negotiation, commensurate with experience and qualifications. Applicants should have a strong commitment to teaching and must be able to demonstrate an ability to undertake or continue research activities. Bilingualism (English and French) would be an asset. All courses at both the undergraduate and graduate levels are offered in English and French. Send résumés to: Gilles Paquet, Dean, Faculty of Administration, University of Ottawa, 115 Wilbrod Street, Ottawa, Ontario, K1N 6N5. Note: This offer of position is subject to the availability of funding. Applications from Canadian citizens, landed immigrants and others eligible for employment in Canada at the time of application will be given priority.

UNIVERSITE D'OTTAWA. Faculté d'Administration. Finance. Postes à temps plein en Finance disponibles le 1er juillet 1984. Les candidat(e)s espérant obtenir la permanence devront posséder un doctorat ou être près de le terminer. Rang et salaire établis en fonction des qualifications et états de service. En plus de l'enseignement qu'ils doivent procurer, les candidats seront également en mesure de démontrer une capacité

d'entreprendre et de continuer des travaux de recherche. Le bilinguisme (français et anglais) serait un atout. Tous les cours sont offerts dans les deux langues officielles. Les demandes doivent être envoyées à: Gilles Paquet, Doyen, Faculté d'Administration, 115 rue Wilbrod, Ottawa (Ontario) K1N 6N5. Note: Cette offre est sans engagement formel jusqu'à confirmation des décisions nécessaires en matière d'allocation de crédits. Les demandes émanant des candidat(e)s en possession d'une autorisation légale d'occuper au Canada un emploi seront envisagées en priorité.

UNIVERSITY OF OTTAWA. Faculty of Administration. Finance. Faculty positions in Finance starting July 1, 1984. Tenure-track appointments require Ph.D. degree in hand or near completion. Rank and salary, open to negotiation, commensurate with experience and qualifications. Applicants should have a strong commitment to teaching and must be able to demonstrate an ability to undertake or continue research activities. Bilingualism (English and French) would be an asset. All courses at both the undergraduate and graduate levels are offered in English and French. Send résumés to: Gilles Paquet, Dean, Faculty of Administration, University of Ottawa, 115 Wilbrod Street, Ottawa, Ontario, K1N 6N5. Note: This offer of position is subject to the availability of funding. Applications from Canadian citizens, landed immigrants and others eligible for employment in Canada at the time of application will be given priority.

SAINT MARY'S UNIVERSITY. Department of Management. Applications are invited for two teaching positions in the Department of Management. Rank is open. Salary is competitive. Duties include the teaching of Policy/Social Issues, Organizational Behaviour/Organizational Theory, or Personnel/Industrial Relations. The effective date of the appointments is September 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Enquiries should be directed to Dr. Shripad Pendse, Chairman, Department of Management, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3.

UNIVERSITY OF TORONTO. Faculty of Management Studies. Applications are invited for a position as Assistant Professor (tenure-track), subject to University approval, available July 1, 1984. The position is open for applicants holding a doctorate degree (or nearly completed) and have proven research capability. Teaching duties will be in Finance at both introductory and advanced level in the M.B.A. program, the senior undergraduate program and the Ph.D. program. In addition, the applicant may be required to teach introductory micro and/or macro economics. Salary will be competitive depending on qualifications. Interested applicants should write, enclosing résumé and three reference letters to: Professor P.J. Palmer, Coordinator, Finance Area, Faculty of Management Studies, University of Toronto, 246 Bloor Street West, Toronto, Ontario, M5S 1A6. Applications will be accepted until the position is filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CONCORDIA UNIVERSITY. Department of Finance. Positions open at assistant and associate level. Will consider full rank with appropriate qualifications. Candidates with demonstrated qualities of leadership and administrative ability will be considered for the position of Chairperson in either 1983/84 or 1984/85. Applicants at assistant rank should have a Ph.D. or be close to completion and have considerable teaching experience as well as demonstrated research potential. Associate level candidates must have a strong record of teaching and research accomplishment. Business experience is also highly desirable. We are particularly interested in applicants with strength in corporate finance theory, investments, financial institutions, real estate, financial and managerial economics. Concordia University offers programs at the undergraduate, MBA and Ph.D. levels. The finance department has 13 full-time positions and a strong commitment to high-quality teaching and research. Teaching commitments are limited to two days a week, 26 weeks per year. There is a full range of research support facilities. Please send C.V. and names of three referees to: Dr. Cleveland S. Patterson, Chairman, Department of Finance, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8, (514) 879-2857. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

SAINT MARY'S UNIVERSITY. Department of Finance and Management Science. Applications are invited for a faculty position in the Department of Finance and Management Science beginning September 1, 1984. Applicants should have a Ph.D. (or be near completion). The successful candidate will teach graduate and undergraduate courses in quantitative management science. The rank of the position is open and salary is competitive. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications should be sent to: Dr. Earl J. Robinson, Chairperson, Department of Finance and Management Science, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3, (902) 429-9780.

SAINT MARY'S UNIVERSITY. Department of Finance and Management Science. Applications are invited for a faculty position in the Department of Finance and Management Science beginning September 1, 1984. Applicants should have a Ph.D. (or be near completion). The successful candidate will teach graduate and undergraduate courses in one or more of the following areas: (1) information systems, (2) computer science, and (3) data processing. The rank of the position is open and salary is competitive. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications should be sent to: Dr. Earl J. Robinson, Chairperson, Department of Finance and Management Science, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3, (902) 429-9780.

SAINT MARY'S UNIVERSITY. Department of Finance and Management Science. Applications are invited for a faculty position in the Department of Finance and Management Science beginning September 1, 1984. Applicants should have a Ph.D. (or be near completion). The successful candidate will teach graduate and undergraduate finance courses. The rank of the position is open and the salary is competitive. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications should be sent to: Dr. Earl J. Robinson, Chairperson, Department of Finance and Management Science, Saint Mary's University, Halifax, Nova Scotia B3H 3C3, (902) 429-9780.

BROCK UNIVERSITY. School of Administrative Studies. Applications are invited for a faculty position teaching elementary and advanced finance courses in an expanding School which includes an accounting co-op program now in its fourth year. A Ph.D. or a Ph.D. in progress is required. Salary and rank will be commensurate with qualifications and experience. Please send application, including a curriculum vitae and the names of three referees should be sent to Prof. J.A. Edds, Chairman, Department of Accounting and Finance, School of Administrative Studies, Brock University, St. Catharines, Ontario L2S 3A1.

CONCORDIA UNIVERSITY. Department of Management. The Department of Management at Concordia is seeking qualified specialists in the areas of Small Business, Industrial Relations, and Transportation. Rank and salary are open. Applicants should have a Ph.D. in hand and significant evidence of research productivity in the field. Preference will be given to Canadian citizens and permanent residents. Please direct dossiers to Prof. Ron Crawford, Dept. of Management, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec H3G 1M8.

FRENCH

UNIVERSITY OF WATERLOO. Department of French. Applications are being accepted for the position of Assistant Professor (subject to budgetary approval), commencing July 1st, 1984. Preferred area of specialization in Linguistics, with a special interest and experience in Language Teaching. Native or near-native fluency in French is essential. Ph.D. required. Responsibilities will include teaching French Language courses, and possibly Linguistics courses at all levels, including graduate, and co-ordination of Language courses. Curriculum vitae and names of three referees to: Dr. W.D. Wilson, Chair, Department of French, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This position is subject to budgetary approval.

BROCK UNIVERSITY. Department of Romance Studies. Applications are invited for a tenure-track post in French at the level of Assistant, Associate or Full Professor. Candidates should have a Ph.D. and a special competence in nineteenth-century literature together with a strong commitment to teaching the modern French language. Applications, including a curriculum vitae and the names of three referees, should be sent to Professor M.J. Cardy, Co-ordinator of French, Department of Romance Studies, Brock University, St. Catharines, Ontario, L2S 3A1. Effective date of appointment: July 1, 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

McMASTER UNIVERSITY. French. Applications are invited for a two-year contractually-limited appointment as an Assistant Professor of French beginning July 1, 1984. A Ph.D. in Linguistics is required, as well as evidence of a strong commitment to research. Experience in language teaching and translation is desirable. Duties include teaching French Semantics and Morphology and Syntax, as well as French language practice and possibly translation at the undergraduate level. Salary commensurate with qualifications and experience. Salary floor at the rank of Assistant Professor for 1983-84 is \$24,700 per annum. Closing date for receipt of applications is March 5, 1984.

Applications, including curriculum vitae, transcripts, and the names and addresses of three referees, should be sent to: Dr. G.A. Warner, Chairman, Department of Romance Languages, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4M2. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF NEW BRUNSWICK. SAINT JOHN CAMPUS. French. Subject to budgetary approval, the Saint John Campus of the University of New Brunswick intends to appoint a Sabbatical replacement in French at the Lecturer or Assistant Professor level. The position is available on 1 September, 1984. A further Sabbatical replacement position may be available for the 1985-86 academic year. Specialization in linguistics or applied linguistics is preferred. Duties will include teaching undergraduate courses in French language. Applicants should have the Ph.D. or be near completion. Salary is based on rank and experience and is competitive. Please send c.v. and three letters of reference to: Dr. J.F. Cameron, Dean of Faculty, University of New Brunswick, Saint John, New Brunswick, E2L 4L5. In accordance with Canadian Immigration requirements, priority must be given to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF ST. JEROME'S COLLEGE. French. Applications are invited for the position of Assistant Professor of French. Tenure stream possible. Qualifications required: Ph.D. or equivalent; high scholarly promise; and most important, teaching effectiveness with undergraduate students. Preferred area of expertise: linguistics with an emphasis on the Didactics of French as a second language. Starting date of appointment: July 1, 1984. Salary: Assistant Floor, \$25,300, negotiable according to experience. Applications should be mailed to: Dr. Peter J. Naus, Academic Dean, University of St. Jerome's College, Waterloo, Ontario, N2L 3G3. Closing date for applications: when position is filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

GENETICS

UNIVERSITY OF MANITOBA. Division of Human Genetics. Molecular Geneticist. The Division of Human Genetics of the Faculty of Medicine invites applications for a full-time Assistant Professor to commence July 1, 1984. A reference will be given to individuals with demonstrated research experience in molecular genetics using recombinant DNA technology on mammalian systems, particularly in the area of genome organization, control of gene expression or gene mapping. A Ph.D., postdoctoral training and potential for an independent career as an experimental scientist are prerequisites. An interest in developing expertise and a reputation as an effective educator are desirable qualities. The position is open to both women and men. Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed

to Canadian citizens and permanent residents. For full consideration send a concise description of projected research goals and interests, names of at least three individuals for letters of reference, and a curriculum vitae to: Dr. P.J. McAlpine, Division of Human Genetics, Faculty of Medicine, University of Manitoba, 770 Bannalyne Avenue, Winnipeg, Manitoba, Canada, R3E 0W3. Deadline for receipt of applications: March 1, 1984.

THE UNIVERSITY OF BRITISH COLUMBIA. Department of Medical Genetics. Huntingdon Society of Canada. A Co-ordinator for an Assessment and Referral Program for Huntingdon's Disease is being sought. The successful candidate would be expected to provide and/or arrange counseling and supportive services for involved families from the Province of British Columbia. Will also participate in ongoing clinical research program. Deadline for applications March 1st, 1984. Qualifications preferably Master's or Ph.D. in Genetics, Social Work, Psychology or Nursing. Salary dependent upon experience and qualifications. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens, and permanent residents of Canada. Equal opportunity will be given to male and female applicants. Send Curriculum Vitae to: Dr. Michael Hayden, Department of Medical Genetics, Grace Hospital, 4490 Oak Street, Vancouver, B.C. V6H 3V5, Canada.

UNIVERSITY OF TORONTO. Faculty of Forestry. Applications are invited for a tenure-track position in Forest Genetics. The successful applicant will be responsible for teaching undergraduate and graduate courses in the area of forest genetics. Other duties will include graduate student supervision, administrative responsibilities, and investigating research in forest genetics. Postgraduate qualification at the Ph.D. level in forest genetics as well as previous teaching and research experience are required. The appointment will be made at the assistant or associate professor level and salary will be commensurate with the qualifications and experience of the successful applicant. Proposed appointment date is July 1, 1984. Application deadline is February 29, 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Interested and qualified individuals should submit a curriculum vitae and other relevant information. Three referees who are acquainted with the work of the applicant should be asked to forward letters of reference. These should be submitted to: Dr. M. Hubbes, Chairman, Search Committee, Faculty of Forestry, University of Toronto, Toronto, Ontario, Canada, M5S 1A1.

THE UNIVERSITY OF BRITISH COLUMBIA. GRACE HOSPITAL. Medical Genetics. Genetic Association position available in Medical Genetics, U.B.C., to commence immediately. Formal Genetic Associate training expected (i.e. M.S. degree), practical experience desired. Send C.V. and three references to: Dr. J.G. Hall, Medical Genetics, Grace Hospital, 4490 Oak St., Vancouver, B.C., V6H 3V5. U.B.C. is an equal opportunity employer. Preference will be given to Canadian citizens and landed immigrants.

THE UNIVERSITY OF BRITISH COLUMBIA. GRACE HOSPITAL. Medical Genetics. Fellowship position available in Medical Genetics, U.B.C., commencing July 1, 1984. Applicants must have M.D. and specialty training. Send resume and three references to: Dr. J.G. Hall, Medical Genetics, Grace Hospital, 4490 Oak St., Vancouver, B.C. V6H 3V5. U.B.C. is an equal opportunity employer. Preference will be given to Canadian citizens or landed immigrants.

GEOGRAPHY

NISSIPING UNIVERSITY COLLEGE. Geography. 1. One-year appointment with the possibility of continuation. Appointment begins 1 July 1984. Terms of appointment are subject to budgetary approval. 2. Ph.D. must be completed or near completion. 3. Teaching areas: Economic, Urban, Western Europe, introductory Human Geography. 4. Salary according to scale 5. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. 6. Send curriculum vitae including names of three referees to: Dr. R. Brozowski, Dean of Arts, Nipissing University College, P.O. Box 5002, North Bay, Ontario, P1B 8L7.

WILFRID LAURIER UNIVERSITY. Geography. Beginning July 1, 1984. Teaching duties to

commence September 1, 1984. To teach graduate and undergraduate courses in urban or economic geography and quantitative techniques. Ph.D. preferred but successful candidate must also demonstrate teaching and research competence. Level and salary commensurate with experience and academic record. Applications, curriculum vitae and names and addresses of three referees should be sent to: Dr. B.N. Boots, Chairman, Department of Geography, Wilfrid Laurier University, Waterloo, Ontario, Canada N2L 3C5. Canadian Immigration requirements that, in the first instance, only Canadians or landed immigrants to Canada need apply for this position.

WILFRID LAURIER UNIVERSITY. Geography. Beginning July 1, 1984. Teaching duties to commence September 1, 1984. To teach graduate and undergraduate courses in resources management. Ph.D. preferred but successful candidate must also demonstrate teaching and research competence. Level and salary commensurate with experience and academic record. Applications, curriculum vitae and names and addresses of three referees should be sent to: Dr. B.N. Boots, Chairman, Department of Geography, Wilfrid Laurier University, Waterloo, Ontario, Canada N2L 3C5. Canadian Immigration policy requires that, in the first instance, only Canadians or landed immigrants to Canada need apply for this position.

McMASTER UNIVERSITY. Department of Geography. Applications are invited for an appointment at the assistant professor level initially for two years. Ph.D. must be completed or near completion. Research specialization is required in physical geography. Undergraduate teaching responsibilities will include air photo interpretation and other aspects of remote sensing and mapping. Salary according to scale. Apply with full curriculum vitae and the names of three referees to: Dr. M.J. Webber, Department of Geography, McMaster University, Hamilton, Ontario, Canada, L8S 4K1 before February 29, 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CONCORDIA UNIVERSITY. Department of Geography. Applications are invited for a sabbatical replacement position in Human Geography at the level of Assistant Professor for the 1984-85 academic session. Candidate should hold a Ph.D. and have had some teaching experience. Duties will include teaching an introductory course and others at the undergraduate level in one or more of the following areas: — Population Geography, Man-Environment Relations, Resources. The position offered is subject to budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications with curriculum vitae and the names of three referees should be sent by March 1, 1984 to: — Dr. B. Slack, Chairman, Department of Geography, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8. Telephone: (514) 879-4100.

TRENT UNIVERSITY. Department of Geography. Applications are invited for two seasonal positions for one or two year terms. (1) Human Geographer. To teach introductory human geography and contribute to courses at the second and third year level from among the following: urban, recreation, transportation, regional economic development, future environments. (2) Physical Geographer. To teach a physical geography course at the third year level in own specialty, plus contribute to courses in introductory geography and quantitative methods at the first and second year levels. Appointments to both positions will be made at the Assistant Professor level and will commence July 1, 1984. Applicants should have Ph.D. or A.B.D. and some teaching experience. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Letters of application, with curriculum vitae and the names of three referees, should be sent to Professor G.H. Taylor, Chairman, Department of Geography, Trent University, P.O. Box 4800, Peterborough, Ontario, K9J 1B3.

McMASTER UNIVERSITY. Geography. The Department of Geography, McMaster University wishes to hire an instructor for its summer school to teach both: Geography 2Y3U/Urban and Regional Development (Political economy emphasis) to be offered at night during summer school 1984, 2 hours lectures, 2 hours of lab two nights per week from June 27 - August 14; and Geography 2B3U/Urban Geography (Theoretical and Mathematical emphasis) 3 hours per day. Class to commence July 23 - August 14. Applicants should possess at least an M.A. or M.Sc. in Geography. Course preparation and

Lecturing experience essential. Payment is according to qualifications, but is at regular part-time rates. Applications, including a vita and the names of at least two referees should be sent before February 28 to: Dr. Michael J. Webber, Chairman, Department of Geography, McMaster University, Hamilton, Ontario L8S 4K1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

GEOLOGY

UNIVERSITY OF REGINA. Department of Geology. Applications are invited for a full-time, tenure-track academic position, at either the Assistant Professor or Associate Professor level, commencing July 1, 1984. Candidates should hold a Ph.D. and have experience in the teaching of physical geology, geomorphology and historical geology. Salary and rank are commensurate with applicants' experience and qualifications. Salary range: Assistant Professor \$26,873 to \$39,878; Associate Professor \$35,270 to \$49,850. Applications, curriculum vitae, and the names, telephone numbers and addresses of three referees should be directed to: Dr. D.M. Kent, Head, Department of Geology, University of Regina, Regina, Saskatchewan, S4S 0A2. Closing date for receipt of applications is March 15, 1984. In accordance with Canadian Employment and Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF BRITISH COLUMBIA. Department of Geological Sciences, Igneous Petrologist: Quaternary Geologist (for July 1, 1984). Two temporary, full-time, renewable positions are available. Teaching duties for the igneous petrologist will include optical mineralogy and igneous petrology at the undergraduate level. Teaching duties for the quaternary geologist will include Geomorphology and Environmental Geology. Abundant research opportunities include glaciers, glacial deposits, Quaternary, Tertiary, and Pleistocene volcanic rocks, and the Coast Plutonic complex. Research equipment includes microprobe, XRF, Atomic absorption, Rb/Sr, U/Pb, K/Ar mass spectrometers, high pressure laboratory, x-ray diffraction, excellent computing facilities. These are not currently tenure-track positions, but we hope they will be re-instated to tenure-track. This advertisement is directed specifically toward Canadians and permanent residents of Canada. Others may be considered later. The University reserves the right to make no appointment if funds cannot be found. Direct enquiries to: Dr. H.J. Greenwood, Head, Department of Geological Sciences, 6339 Stores Road, U.B.C. Campus, Vancouver, B.C., V6T 2B4.

UNIVERSITY OF TORONTO. Department of Geology. Postdoctoral Position: In Ore Deposits/Oceanography. A two to three year postdoctoral position is available immediately to study the geology and geochemistry of hydrothermal polymetallic sulfide deposits of the present-day ocean floor and their ancient analogues on land. The position will require field work on ore deposits and in the northeastern Pacific Ocean as well as occasional teaching in undergraduate and graduate courses. Preference may be given to candidates with research experience on ocean-floor polymetallic sulfides or ancient volcanogenic massive sulfide deposits and a willingness to learn about the other. Remuneration is at standard rates set by the Natural Sciences and Engineering Research Council of Canada (NSERC) which currently is \$17,500 to \$20,700 per year depending on experience. Applications with résumé and addresses of three referees should be sent to: Dr. Steven D. Scott, Department of Geology, University of Toronto, Toronto, Ontario, Canada, M5S 1A1.

McMASTER UNIVERSITY. Department of Geology. Applications are invited for a tenure-track position in Geophysics. The department has established strengths in geochemistry (including isotopic studies), sedimentology and paleontology, and is seeking to develop into areas of solid earth geophysics relevant to existing geological research programs. Teaching duties will include a course in applied geophysics. Preference will be given to Canadian citizens and permanent residents of Canada. Those interested should submit a curriculum vitae and the names of three references to:

Dr. M.J. Risk, Chairman, Appointments Committee, Department of Geology, McMaster University, Hamilton, Ontario, Canada L8S 4M1.

HEALTH ADMINISTRATION

UNIVERSITY OF OTTAWA, FACULTY OF ADMINISTRATION. Health Administration. Faculty positions in Health Administration starting July 1, 1984. Tenure-track appointments require Ph.D. degree in hand or near completion. Rank and salary, open to negotiation, commensurate with experience and qualifications. Applicants should have a strong commitment to teaching and must be able to demonstrate an ability to undertake or continue research activities. Bilingualism (English and French) would be an asset. All services at both the undergraduate and graduate levels are offered in English and French. Send résumés to: Gilles Paquet, Dean, Faculty of Administration, University of Ottawa, 115 Wilbrod Street, Ottawa, Ontario, K1N 6N5. This offer of position is subject to the availability of funding. Applications from Canadian citizens, and immigrants and others eligible for employment in Canada at the time of application will be given priority.

UNIVERSITÉ D'OTTAWA, FACULTE D'ADMINISTRATION. Gestion des Services de Santé. Postes à temps plein en Gestion des services de santé disponibles le 1er juillet 1984. Les candidats désirant obtenir la permanence devront posséder un doctorat ou être près de le terminer. Rang et salaire établis en fonction des qualifications et des états de service. En plus de l'enseignement qu'ils doivent procurer, les candidats seront également tenus de démontrer une capacité d'entreprendre et de continuer des travaux de recherche. Le bilinguisme (français et anglais) serait un atout. Tous les cours sont offerts dans les deux langues officielles. Les demandes doivent être envoyées à Gilles Paquet, Doyen, Faculté d'Administration, 115 rue Wilbrod, Ottawa, Ontario K1N 6N5. Cette offre est sans engagement formel jusqu'à confirmation des décisions nécessaires au milieu d'allocation des crédits. Les demandes émanant des candidat(e)s en possession d'une autorisation légale d'occuper au Canada, un emploi seront envisagées en priorité.

HISTORY

UNIVERSITY OF TORONTO. History of Science. The Institute for the History and Philosophy of Science and Technology at the University of Toronto invites applications for a 3-year contractually-limited term appointment for an assistant professor or lecturer, beginning July 1, 1984. Salary between \$21,200 and \$30,300, depending on qualifications. Candidates should have a Ph.D. in hand by September 1, 1984. Preference will be given to candidates whose research deals with aspects of the Scientific Revolution. Curriculum vitae and names of at least two referees should be sent by March 15, 1984, to: Professor I. Hacking, IHPST, Victoria College, 73 Queen's Park Crescent East, Toronto, Ontario M5S 1K7, Canada. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This position is conditional upon the availability of funding.

UNIVERSITÉ LAURENTIENNE. Histoire. Le Département d'histoire annonce un poste vacant pour remplacer, durant une année sabbatique, un professeur (adjoint ou agrégé) en histoire de l'Europe moderne. On donne la préférence à ceux qui ont le Ph.D. avec publications et à ceux qui peuvent enseigner dans plus d'un secteur et le candidat, qui doit être bilingue, enseignera surtout en français. Date Prévue: 1er septembre 1984. Cette position tiendra compte de la situation budgétaire. L'Université Laurentienne donne le change égale à tous mais, selon les dispositions de l'émigration canadienne, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents. Adressez votre curriculum vitae et le nom de trois personnes connaissant votre dossier au Dr. R.M. Bray, Directeur, Département d'histoire Université Laurentienne, Sudbury, Ontario, P3E 2C6.

LAURENTIAN UNIVERSITY. History. Applications are invited for men and women for a one year sabbatical replacement position and the assistant/associate rank in modern Euro-

pean history. Ph.D. and publications are preferred, and candidates who are prepared to teach in more than one field will be given special consideration. Bilingualism (French and English) is required, as French will be the main language of instruction. Term to commence September 1, 1984. This position is subject to budgetary considerations. Laurentian University is an equal opportunity employer but, in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, including a curriculum vitae and the names of three referees, should be sent to: Dr. R.M. Bray, Chairman, Department of History, Laurentian University, Sudbury, Ontario, P3E 2C6.

THE UNIVERSITY OF LETHBRIDGE. History. 1. Title: Assistant Professor, Department of History. One replacement position. 2. Qualifications: Ph.D. Teaching experience at the undergraduate level will be a definite asset. 3. Responsibilities: The successful candidate will have main teaching responsibilities in Canadian History and a survey of Western Civilization. 4. Salary: Assistant Professor Minimum (1983-84) \$26,319. 5. Applications: Applications, including a curriculum vitae, official transcripts, and the names of at least three referees should be sent to: Dr. Raymond Hue, Chairman, Department of History, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. 6. Effective Date: Term appointment for two years - July 1, 1984 to June 30, 1986. 7. Closing Date: March 1, 1984. This advertisement is directed to Canadian citizens or permanent residents.

UNIVERSITY OF TORONTO. Department of History. Applications are invited for a tenure-track position in the history of early Canada (pre-1840), with preference for candidates who have had teaching experience in the field of New France. Appointment would be at an appropriate point on the assistant professor scale. Candidates must have a completed Ph.D. Applications will close on 10 March 1984. Circumstances allowing, appointment will commence on 1 July 1984. Applications, curriculum vitae, and the names of three referees should be sent to: Professor Paul Rutherford, Chairman, Department of History, University of Toronto, Toronto, Ontario, M5S 1A1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CARLETON UNIVERSITY. History. Modern Diplomatic History. Applications are invited for the position of Visiting Assistant Professor of History at Carleton University. The position is for one year, commencing July 1, 1984, and is non-renewable. Salary, subject to budgetary approval, will be at the assistant professor level. Preference will be given to applicants with undergraduate teaching experience and a completed doctorate. Teaching duties will include an hour seminar in twentieth-century diplomatic history, a lecture course in nineteenth-century diplomatic history, and assisting in the modern portion of the European survey course. Applicants should send their c.v.s. and the names of two referees to: Dr. R.C. Elwood, Chairman, Department of History, Carleton University, Ottawa, Ontario, K1S 5B6. In accordance with Canadian Immigration requirements, this notice is directed in the first instance to Canadian citizens and permanent residents. The closing date for applications is 1 March 1984. This position is subject to budgetary approval. Open to both men and women.

UNIVERSITY OF WINNIPEG. Department of History. Applications are invited for a tenure-track Assistant Professor position in History, commencing September 1, 1984, contingent upon budgetary approval. Ph.D., teaching experience and publications required. Duties include teaching undergraduate courses in nineteenth and twentieth century European and Canadian history. Preference will be given to candidates who can also offer specialization in Baroque Art. Scholarly research is expected. Salary commensurate with qualifications and experience. Applications, including a curriculum vitae and the names of three referees, should be sent by March 15, 1984 to: Professor H.J. Mann, Chairman, Department of History, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF GUELPH. Department of History. Applications are invited for a full-time, tenure-track position at the assistant professor level in 19th century British social and economic history, preferably with a

must have a Ph.D., with teaching experience and some publications. Salary commensurate with qualifications and experience. Closing date for applications: 30 March 1984 or when position is filled. Appointment to become effective 1 July 1984. The position is subject to final budgetary approval. Applications, including curriculum vitae and the names of three referees should be sent to: Professor E.G. Relche, Department of History, University of Guelph, Guelph, Ontario, N1G 2W1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF ALBERTA. Department of History. Applications are invited for a tenure-track position in British Medieval History, available July 1, 1984, conditional on funds being made available. Level of Assistant Professor. Current salary floor is \$29,720. Ph.D., preferably with teaching experience and publications. Send applications including a curriculum vitae and three confidential letters of appraisal to: Dr. U. Trumpener, Chairman, Department of History, University of Alberta, Edmonton, Alberta T6G 2H4. The University of Alberta is an equal opportunity employer but, in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ITALIAN

YORK UNIVERSITY. Italian. Assistant or Associate Professor, tenure-track, beginning July 1, 1984. Candidates should have Ph.D. and established publication record in the field of the Renaissance. Demonstrated excellence in teaching. Candidates able to teach other literature and culture courses preferred. Salary dependent upon qualifications and experience; position subject to approval by the University. Only Canadian or landed immigrants to Canada need apply for this position. Send full curriculum vitae and letters of reference to: Lutsa Karumanchir, Chairman, Department of Languages, Literatures and Linguistics, York University, 4700 Keele Street, Downsview, Ontario M3J 1P3. Closing date for applications - February 29, 1984.

CONCORDIA UNIVERSITY. Italian. Assistant Professor of Italian. Full-time, tenure-track position starting August 1984. Candidate should have a finished Ph.D. in Italian, preferably from a North American institution. Absolute command of English and fluency in French prerequisites. Experience in teaching language, translation and literature. Specialization in literature after 1700 preferred, understanding and knowledge of theatre preferred. Salary: Floor of Assistant Professor or slightly above. Applications to: Dr. H. Famila, Chairman, Department of Modern Languages and Linguistics, Concordia University, 7141 Sherbrooke St. W., Montreal, Quebec H4B 1R6.

LATIN AMERICA CARIBBEAN STUDIES

YORK UNIVERSITY. Faculty of Arts. Latin America & Caribbean Studies. Contractually limited position (three years) to serve as Director of the Centre of Research on Latin America and the Caribbean and to teach undergraduate and graduate courses in the field. Rank is dependent on qualifications. Ph.D. in a social science discipline is required. The availability of this appointment is subject to budgetary approval. Send curriculum vitae, and the names of three referees, to: Tom Traves, Dean of Arts, York University, Downsview (Toronto), Ontario M3J 1P3. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

LAW

UNIVERSITY OF OTTAWA. Law. Applications are invited for a one-year (non-tenure) position as a full-time visiting assistant professor in the Common Law Section from July 1, 1984. Experience in operating a moot court programme end/or private practice desired. Salary will be commensurate with qualifications and experience. The position will also administering the moot court programme for all second year law students plus teaching several common law courses as well as normal common law assignments. In accordance

with Canadian Employment and Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications should be addressed to Dean A.W.R. Carrothers, Faculty of Law, Common Law Section, University of Ottawa, Ottawa, Ontario, K1N 6N5.

LINGUISTICS

YORK UNIVERSITY. Languages, Literatures and Linguistics. Tenure stream and/or seasonal position(s) in linguistics; assistant professor, Ph.D. and teaching experience required. Teaching of undergraduate courses only. In addition to introductory courses for specialists and non-specialists, candidates should be able to teach courses in several of the following areas: syntax, field methods, structure of English, language and sex, child language acquisition, second language learning, sociolinguistics, historical linguistics. Salary commensurate with experience. Commencing July 1, 1984. Tenure stream position subject to budget approval by the University. Application deadline — February 29, 1984. Applicants should arrange to have curriculum vitae, three letters of recommendation, attestations to demonstrated teaching skill and transcripts sent directly to: Luisa Karunan-chiri, chairman, Department of Languages, Literatures and Linguistics, York University, 4700 Keele Street, Downsview, Ontario, M3J 1P3.

MCGILL UNIVERSITY. Department of Linguistics. Assistant professor, tenure-track, required to teach syntax at undergraduate and graduate levels with other courses. Competence in another sub-field of linguistics an asset. Ph.D. required. Teaching experience and publication highly desirable. Assistant professor salary minimum: McGill scale. Position to be filled by September 1, 1984. Applications received until appointment is made. Send application and supporting documents to Professor C.D. Ellis, Chairman, Department of Linguistics, McGill University, 1001 Sherbrooke St. West, Montreal, Qc. H3A 1G5.

MARKETING

UNIVERSITY OF OTTAWA. Faculty of Administration. Marketing. Faculty positions in Marketing starting July 1984. Tenure-track appointments require Ph.D. degree in hand or near completion. Rank and salary, open to negotiation, commensurate with experience and qualifications. Applicants should have a strong commitment to teaching and must be able to demonstrate an ability to undertake or continue research activities. Bilingualism (English and French) would be an asset. All courses at both the undergraduate and graduate levels are offered in English and French. Send résumés to: Gilles Paquet, Dean, Faculty of Administration, University of Ottawa, 115 Wilbrod Street, Ottawa, Ontario, K1N 6N5. Note: This offer of position is subject to the availability of funding. Applications from Canadian citizens, landed immigrants and others eligible for employment in Canada at the time of application will be given priority.

UNIVERSITÉ D'OTTAWA. Faculté d'Administration. Marketing. Postes à temps plein en Marketing disponibles le 1er juillet 1984. Les candidat(e)s espérant obtenir la permanence devront posséder un doctorat ou être près de le terminer. Rang et salaire établis en fonction des qualifications et états de service. En plus de l'enseignement qu'ils doivent procurer, les candidats seront également en mesure de démontrer une capacité d'entreprendre et de continuer des travaux de recherche. Le bilinguisme (français et anglais) serait un atout. Tous les cours sont offerts dans les deux langues officielles. Les demandes doivent être envoyées à Gilles Paquet, Doyen, Faculté d'Administration, 115 rue Wilbrod, Ottawa (Ontario), K1N 6N5. Note: Cette offre est sans engagement formel jusqu'à confirmation des décisions nécessaires en matière d'allocation des crédits. Les demandes émanant des candidat(e)s en possession d'une autorisation légale d'occuper au Canada un emploi seront envisagées en priorité.

SAINT MARY'S UNIVERSITY. Marketing. Applications are invited for teaching position in the Department of Marketing. Rank is open. Responsibilities include teaching graduate and undergraduate courses, and research. Salary is commensurate with experience. Appointment is September 1, 1984. In accordance with Canadian Immigration requirements,

this advertisement is directed to Canadian citizens and permanent residents. Contact: Dr. V.N. Baydar, Department of Marketing, Saint Mary's University, Halifax, Nova Scotia B3H 3C3.

MATHEMATICS

UNIVERSITY OF WATERLOO. Department of Applied Mathematics. Applications are invited for a tenure-track position at the Assistant Professor level. The successful candidate must have demonstrated outstanding research potential. The present research areas in the department are: applied differential geometry and relativity, quantum theory of matter and its surfaces, non linear phenomena and continuum mechanics, foundations of statistical mechanics. However, applicants in other areas are welcome to apply. The candidate should have a broad mathematical background, be able to supervise graduate students and be willing to teach undergraduate courses. Résumé and three letters of recommendation should be sent to: B. Forte, Chairman, Department of Applied Mathematics, University of Waterloo, Waterloo, Ontario, N2L 3G1. Closing date: March 31, 1984, or until position is filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF WESTERN ONTARIO. Mathematics. The Department of Mathematics invites applications for a limited term appointment at the assistant professor level. The appointment, which is subject to availability of funds, will be for a period up to a maximum of two years commencing September 1, 1984. Candidates should have a Ph.D. in an area of pure mathematics. Duties will include teaching and research. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, including the names of three referees, should be sent to: Dr. B. Borwein, Head, Department of Mathematics, Middlesex College, The University of Western Ontario, London, Ontario, N6A 5B7, Canada. An equal opportunity employer.

BISHOP'S UNIVERSITY. Mathematics. The Department of Mathematics at Bishop's University invites applications for a new, tenure-stream position at the Assistant Professor level or higher according to qualifications. Preference will be given to candidates with interest and experience in areas of applied mathematics or statistics. A Ph.D. or equivalent is required. The current salary floor for the Assistant Professor rank is \$28,253. Candidates should send a curriculum vitae and the names of three referees to: Dr. K.J. Kuepper, Dean of the Faculty, Bishop's University, Lennoxville, Québec, J1M 1Z7.

QUEEN'S UNIVERSITY. Department of Mathematics and Statistics. Applications are invited for approximately four one-year positions for the academic year 1984-85. It is expected that two of these positions will be in statistics and the other two will be in other areas of interest to the department. Applicants who wish to teach for only one term or to teach part-time while on sabbatical leave will also be considered. Applications should be sent to Prof. L.L. Campbell, Head, Department of Mathematics and Statistics, Queen's University, Kingston, Ontario K7L 3N6 before March 1. Applicants should send a curriculum vitae and arrange for three letters of recommendation to be sent to the Head. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants of both sexes are equally encouraged to apply.

UNIVERSITY OF WINDSOR. Mathematics. The Department of Mathematics invites applications for a tenure-track position in Statistics effective July 1, 1984. Applicants should provide evidence of research experience in research and teaching in Statistics, particularly Applied Statistics. Rank and salary commensurate with experience and demonstrated research capability, subject to budgetary constraints. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should provide an up-to-date curriculum vitae and arrange for three letters of recommendation to be sent to: Chairman, Department of Mathematics, University of Windsor, Windsor, Ontario N9B 3P4, Canada.

ACADIA UNIVERSITY. Mathematics Department. Applications are invited for limited term contract positions in the Department of Mathematics. The positions are subject to

budgetary approval, and duties include teaching and research. Ph.D. required. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Applicants should arrange for three letters of reference to be sent directly from the referees. Applications should be sent to: Dr. M.A. Taylor, Head, Department of Mathematics, Acadia University, Wolfville, Nova Scotia, Canada, B0P 1X0.

UNIVERSITY OF SASKATCHEWAN. Department of Mathematics. Applications are invited for a tenure-track position (B.T. 2-15-4) at the level of Assistant Professor commencing July 1, 1984. Requirements are a Ph.D. in mathematics or statistics with specialization in Statistics or Applied Mathematics, or in Analysis or Combinatorics applied to these areas. Responsibilities include teaching, research and the usual administrative duties. Additional term and summer appointments may be made in any area of mathematics or statistics subject to budgetary approval. Applicants should send curriculum vitae and names of three referees to: R. Manohar, Head, Department of Mathematics, University of Saskatchewan, Saskatoon, Saskatchewan, Canada S7N 0W0. The closing date is February 29, 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CARLETON UNIVERSITY. Department of Mathematics and Statistics. The Department of Mathematics and Statistics, Carleton University, invites applications for a half-time faculty appointment commencing July 1, 1984. This appointment, which is subject to budgetary approval, is open to both men and women. Preference will be given to candidates in the area of modern applied mathematics but candidates in all areas will be considered. The rank of the position is to be determined and the appointment will be made with the expectation of eventual renewal and tenure if merited. It may be possible for a successful candidate to supplement his income by involvement in research contracts through the Carleton University Statistics and Applied Mathematics Consultants. In accordance with Canadian Immigration requirements, this advertisement is directed to the first instance to Canadian citizens and landed immigrants. Applications, including the names of three referees, should be sent as soon as possible to Dr. Kenneth Williams, Chairman, Department of Mathematics and Statistics, Carleton University, Ottawa, Ontario, K1S 5B6.

UNIVERSITY OF TORONTO. Department of Mathematics. The department has an opening for a tenure-stream position at the level of Assistant Professor, beginning July 1, 1984 or July 1985, depending on the quality of the applications received. The successful candidate will be expected to continue an active career as a research mathematician, and teach undergraduate and graduate courses. Salary negotiable. We also invite applications for a one-year term appointment beginning July 1, 1984 which will offer the event of a suitable candidate for the tenure stream position is not found for this date. Application should be sent to: Professor John M. Perz, Chairman, Physical Sciences Division, Scarborough Campus, University of Toronto, 1265 Military Trail, Scarborough, Ontario, Canada M1C 1A4. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and landed immigrants.

UNIVERSITY OF BRITISH COLUMBIA. Department of Mathematics. Several visiting instructors for spring and summer session in 1984. Duties: teaching equivalent of full year course in compressed period of time. University teaching experience required. Return excursion or economy air fare provided for instructor teaching 3-unit courses but not dependents. Day-week excursion or economy air fare provided for instructor teaching 1.5 unit courses but not dependents. Rank dependent on current position and experience. Salary \$3,400 for Instructors or Assistant Professors, \$3,800 for equivalent or Full Professors per full year. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications, including C.V. and names of references, should be sent to: R.A. Restrepo, Acting Head, Department of Mathematics, The University of British Columbia, Vancouver, B.C. V6T 1Y4. The University of British Columbia offers equal opportunity for employment to qualified male and female candidates.

BRANDON UNIVERSITY. Department of Mathematics and Computer Science. Term Appointment. One year term appointment in

Department of Mathematics and Computer Science. Assistant Professor. Ph.D. preferred or have completed a course work toward the degree. Normal Teaching load: 3 half courses/term including Introductory Statistics (2 sections), Intermediate Applied Statistics (1 term), Probability Models for Management Science (1 term). Salary depending upon qualifications and experience. Current floor for Assistant Professor is \$25,900. Application with curriculum vitae and names and addresses of three referees should be sent to: Professor E. Cristall, Chairperson, Department of Mathematics and Computer Science, Brandon University, Brandon, Manitoba, Canada R7A 6A9. Effective date September 1, 1984. Deadline is April 1, 1984 or until filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

SAINT MARY'S UNIVERSITY. Mathematics. The Department of Mathematics invites applications for a tenure-track position effective September 1, 1984. Duties will include teaching and research. Candidates with doctoral degrees in any area of mathematics are invited to apply. Applicants with some experience in computing science are especially encouraged. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, including the names of three referees, should be sent to: Dr. B.L. Hartnell, Chairman, Department of Mathematics, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3.

MEDICINE

UNIVERSITY OF TORONTO. Medicine. University Department: Surgery. University Title: Lecturer. Hospital Department: Surgery. Hospital Title: Staff Surgeon. Type of appointment: Clinical/academic. Qualifications: M.D., F.R.C.S. Minimum of 13 months laboratory and research experience. Nature of Duties: A research scientist/clinical surgeon is required for a large metropolitan university teaching hospital (60 bed Department of Neurosurgery unit). The successful applicant must have proven research experience in spinal mechanics, spinal cord physiology and research applications of spinal cord function monitoring. Clinical interest must encompass trauma, as well as all other facets of general orthopaedics in an adult population. The successful applicant must have special training in spinal surgery, both in the management of degenerative spinal disorders, as well as the management by conservative and surgical measures of spinal deformity. The applicant should be prepared to spend two days a week in the laboratory and be willing to participate in a clinical research project. The applicant must be willing to enter into an income limiting partnership with other members of the Orthopaedic Division, as well as with other members of the Department of Surgery of the hospital and must be prepared to devote a significant percentage of his/her time to basic science research. Salary: minimum for rank (\$21,200). Person to whom enquiries should be sent: Dr. J.P. Waddell, Surgeon in Chief, St. Michael's Hospital, 30 Bond Street North, Toronto, Ontario, M5B 1W6. Effective date of appointment: July 1, 1984. Closing date for receipt of applications: April 1, 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF MANITOBA. Medicine. The University of Manitoba, Faculty of Medicine, has positions available as Assistant Professor. These positions are available in response to the development of a multidisciplinary program in the area of recombinant DNA technology as applied to neurosciences or endocrinology. The successful applicant(s) will be expected to develop an independent research program utilizing recombinant DNA techniques. Send curriculum vitae including a brief outline of future research interest to: Dr. Henry G. Friesen, Professor and Head, Department of Physiology, University of Manitoba, 770 Bannatyne Avenue, Winnipeg, Manitoba, R5E 0W3, Canada. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and landed immigrants of Canada.

ROYAL VICTORIA HOSPITAL. Palliative Care Service. We are looking for a Coordinator of Research Programs, McGill Palliative Care Service. Internist, preferably with experience in medical oncology or clinical epidemiology and experience in clinical research. Please

reply to: Dr. Balfour Mount, Director, Palliative Care Service, Royal Victoria Hospital, 687 Pine Avenue West, Montreal, Quebec, H3A 1A1.

THE UNIVERSITY OF ALBERTA. Medicine. The University of Alberta, Department of Medicine, invites applications for a position as Research Scholar at Assistant/Associate Professor (\$27,720-\$39,820, \$35,420-\$51,658) rank. The successful candidate must have MD, DDS, and/or Ph.D. degree(s). Preference will be given to candidates who have a strong research background in basic cellular immunology, and who have demonstrated clear potential for an independent research career. The successful candidate will have the responsibility for developing a research program in clinical facets of immunoregulation. This position will be long-term and will be funded through an external agency, but the incumbent will enjoy the privileges of the University academic rank at which the appointment is made. The granting of these awards is by competition and is made on the basis of excellence. Candidates should forward their curriculum vitae, a list of their research interests and names of three references to: Dr. A.S. Russell, Department of Medicine, University of Alberta, Edmonton, Alberta. Closing date: March 1, 1984. The University of Alberta is an equal opportunity employer but, in accordance with Canada Employment and Immigration regulations, this advertisement is directed particularly to Canadian citizens and permanent residents.

UNIVERSITY OF OTTAWA. Department of Epidemiology and Community Medicine. Two positions. 1. A full-time tenure-track position at the Assistant Professor level, available July 1984. Qualifications: M.D. plus postgraduate training in epidemiology and/or community medicine, preferably to the Fellowship level. This position will have major responsibility for teaching of undergraduate medical students, particularly in the first and third years. The candidate will also be expected to conduct research and contribute to the Residency Programme in Community Medicine. 2. A six-month term appointment running from approximately September 1984 to approximately March 1985, to assist in undergraduate teaching. There will also be opportunity for research and postgraduate teaching, if desired. Some flexibility in the dates of the appointment may be possible. Qualifications: M.D. plus postgraduate training in epidemiology and community medicine and experience in undergraduate teaching. Applications, including C.V. and names of three referees, should be sent to: Dr. R.A. Spasoff, Professor and Chairman, Department of Epidemiology and Community Medicine, Faculty of Health Sciences, University of Ottawa, 451 Smyth Road, Ottawa, Ontario, K1H 8M5. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF OTTAWA. OBA. Faculty of Medicine. Applications are invited for the position of Professor and Head of the Department of Obstetrics, Gynecology and Reproductive Sciences at the Faculty of Medicine, University of Manitoba. Candidates should have a substantial record and academic achievement in Obstetrics and Gynecology and extensive experience in teaching and research, as well as proven administrative experience and clinical expertise. The Department Head will have the option of being based at one of the two major teaching hospitals in Winnipeg. The Department is responsible for programs of education at the undergraduate and postgraduate levels. Both women and men are encouraged to apply. In accordance with Canadian Immigration requirements, this ad is directed to Canadian citizens and permanent residents of Canada. Applications and nominations should be accompanied by a curriculum vitae and submitted not later than February 29, 1984 to: Dr. John G. Wade, Dean and Chairman, Advisory Committee to Appoint a Head of the Department of Obstetrics, Gynecology and Reproductive Sciences, Faculty of Medicine, 293 McDermott Avenue, Winnipeg, Manitoba, Canada, R3E 0T6.

UNIVERSITY OF ALBERTA. Occupational Therapy. Instructor required for a Summer Session 39-hour graduate seminar course in vocational assessment, with particular emphasis on special needs population. The successful candidate should hold a Master's degree (Doctorate preferred), with experience in both graduate teaching and design of occupational training and service delivery programs. The appointment will be at the rank of Assoc./Full Professor with a current salary range of \$2,445 - \$2,545 for the period July 23 - August 10, 1984. (Pending funding). The University of Alberta is an equal opportunity employer, but in accordance with Canada Im-

migration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications and curriculum vitae should be received by April 15, 1984 and directed to: Professor Sharon Brinnett, Chairman, Department of Occupational Therapy, 308 Corbett Hall, The University of Alberta, Edmonton, Alberta, Canada, T6G 2G4.

UNIVERSITY OF BRITISH COLUMBIA. Microbiology. The Department of Microbiology invites applications for a position as Assistant Professor. The initial appointment will be for a one-year term with the possibility of renewal. The major responsibility will be teaching introductory microbiology. Applicants should have a Ph.D. preferably in Microbiology. Commencement date: July 1, 1984. Salary: Approx. Canadian \$28,000 per annum. Deadline for submission of applications: March 31, 1984. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Equal opportunities will be given to male and female applicants. Résumé and names of three referees should be submitted to: Dr. R. J. Prosser, Professor and Head, Department of Microbiology, The University of British Columbia, #300, 6174 University Boulevard, Vancouver, B.C. V6T 1W5.

UNIVERSITY OF ALBERTA. Medicine. Neonatologist. The Faculty of Medicine of the University of Alberta, Edmonton, Alberta, invites applications for a 4th neonatologist required for a large Neonatal/Perinatal Intensive Care Unit with an active clinical, education and research program in the University of Alberta Hospital. The individual must be eligible for or in possession F.R.C.P.(C). The position is a full-time geographical position at the University of Alberta Medical School at the Northern and Central Alberta Perinatal Program. Salary and academic rank to commensurate with qualifications and experience. The University of Alberta is an equal opportunity employer but in accordance with Canadian Immigration requirements, this advertisement will be given to Canadian citizens and Permanent Residents of Canada. Applicants are requested to submit a complete Curriculum Vitae and three academic references to: Dr. David Schiffl, Division of Newborn Medicine, Department of Pediatrics, 1117 Clinical Sciences Building, The University of Alberta Medical School, Edmonton, Alberta, T6G 2G3, Canada. Closing date: March 31, 1984.

UNIVERSITY OF OTTAWA. School of Microbiology and Immunology. The Department of Microbiology and Immunology, Faculty of Health Sciences of the University of Ottawa invites applications for a tenure-track position at the rank of Assistant or Associate Professor. Candidates should have doctoral training (M.D. and/or Ph.D.) in cellular and molecular immunology, post-doctoral research experience in an academic setting and evidence of research productivity. Duties will include teaching medical students, advanced courses in immunology at the graduate level and supervision of graduate students. The applicant will be required to establish an independent research programme with external grant support. Salary will be commensurate with experience and qualifications of the candidate and will be competitive. In accordance with Canadian Immigration regulations, preference will be given to Canadian citizens and landed immigrants of Canada. Applicants are requested to submit a statement of research interests, a complete curriculum vitae including grants awarded in the past five years, if any, and three letters of recommendation to: Dr. C.Y. Kang, Chairman, Department of Microbiology and Immunology, Faculty of Health Sciences, University of Ottawa, Ottawa, Ontario, Canada, K1H 8M5. Application deadline: March 15, 1984.

UNIVERSITE D'OTTAWA. Ecole de médecine. Immunologie. Le Département de microbiologie et d'immunologie de la Faculté des sciences de la santé de l'Université d'Ottawa invite les intéressés à poser leur candidature à un poste permanent de professeur agrégé ou adjoint. Les candidats doivent posséder un doctorat (M.D. (et) ou Ph.D.) en immunologie cellulaire et moléculaire, avoir fait de la recherche post-doctorale au milieu universitaire et fournir une preuve de la recherche qu'ils ont faite. Les fonctions du professeur comprendront l'enseignement aux étudiants en médecine, l'enseignement des cours avancés en immunologie au niveau des études supérieures et la supervision des étudiants inscrits aux études supérieures. Le titulaire aura à instaurer un programme de recherche autonome financé par des bourses de l'extérieur. Le traitement, qui est concurrentiel, sera fonction de l'expérience et des compétences du titulaire. Conformément aux règlements de l'immigration canadienne, on donne la préférence aux citoyens canadiens

et aux immigrants reçus au Canada. Les postulants sont priés de remettre, au plus tard le 15 mars 1984, une liste de leurs vitæ détaillée, en énumérant, s'il y a lieu, les bourses reçues dans les cinq dernières années, et trois lettres de recommandation à: Dr. C.Y. Kang, Président, Département de microbiologie et d'immunologie, Faculté des sciences de la santé, Université d'Ottawa, Ottawa (Ontario), Canada, K1H 8M5.

UNIVERSITY OF OTTAWA. School of Medicine. Microbiology. Assistant Professor in Microbiology. The Department of Microbiology and Immunology in the Faculty of Health Sciences of the University of Ottawa seeks a tenure-track Assistant Professor with strong and proven research interests in the area of molecular biology of viruses, Prokaryotes or eukaryotic microorganisms. Candidates should have doctoral training (MD and/or Ph.D.) in molecular biology, post-doctoral experience in academic setting, evidence of research productivity and skills in teaching. Applicants will be required to establish an independent research programme with external grant support and supervise graduate students. Applicants should send curriculum vitae, a brief description of research plans or objectives and three letters of recommendation to: Dr. C.Y. Kang, Chairman, Department of Microbiology and Immunology, Faculty of Health Sciences, University of Ottawa, Ottawa, Ontario, Canada, K1H 8M5. In accordance with Canadian Immigration regulations, preference will be given to Canadian citizens and landed immigrants of Canada. Application deadline: March 15, 1984.

UNIVERSITE D'OTTAWA. Ecole de médecine. Microbiologie et immunologie. Le Département de microbiologie et d'immunologie de la Faculté des sciences de la santé de l'Université d'Ottawa est à la recherche d'un professeur adjoint permanent qui montre un intérêt marqué pour la recherche en biologie moléculaire des virus ou des microorganismes prokaryotes ou eukaryotes, avoir fait ses preuves. Les candidats doivent avoir un doctorat (M.D. (et) ou Ph.D.) en biologie moléculaire, avoir de l'expérience post-doctorale en milieu universitaire, fournir une preuve de la recherche qu'ils ont faite et avoir des compétences pour l'enseignement. Le titulaire devra instaurer un programme de recherche autonome financé par des bourses de l'extérieur et superviser les étudiants inscrits aux études supérieures. Les intéressés doivent faire parvenir, au plus tard le 15 mars 1984, leur curriculum vitae, une description sommaire de leurs plans ou objectifs de recherche et trois lettres de recommandation à: Dr. C.Y. Kang, Président, Département de microbiologie et d'immunologie, Faculté des sciences de la santé, Université d'Ottawa, Ottawa (Ontario), Canada, K1H 8M5. Conformément aux règlements de l'immigration canadienne, on donne la préférence aux citoyens canadiens et aux immigrants reçus au Canada.

UNIVERSITY OF ALBERTA. Pediatrics. Opening for a Pediatric Intensivist in a newly established 8 bed Pediatric Intensive Care Unit at the University of Alberta Hospital, Edmonton, Alberta. Excellent clinical academic and research environment. The individual must possess training in post-operative management of pediatric cases. Salary and academic rank to commensurate with qualifications and experience. The University of Alberta is an equal opportunity employer but in accordance with immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants are requested to submit a complete Curriculum Vitae to: Dr. Ernest McCoy, Professor and Chairman, Department of Pediatrics, 4-116 Clinical Sciences Building, University of Alberta, Edmonton, Alberta, T6G 2G3. Closing date for submission: March 1, 1984.

UNIVERSITY OF ALBERTA. Department of Speech Pathology and Audiology. Speech-Language Pathologist. A tenure-track position is available July 1, 1984 for an assistant professor specializing in clinical procedures. The successful candidate will have proven research ability, as well as extensive experience in the clinical management of a variety of communication disorders. The preferred candidate will hold a Ph.D. Degree and have University teaching experience. Salary will be commensurate with qualifications (current annual salary range \$29,720). Application deadline: February 28, 1984. Send Vita and three letters of recommendation to: Dr. Susan Brainerd, Chairman, Department of Speech Pathology and Audiology, The University of Alberta, #400, 11044 - 82 Avenue, Edmonton, Alberta, T6C 0T2. The University of Alberta is an equal opportunity employer but, in accordance with Canadian Immigration re-

quirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF TORONTO. Medicine. University Department: Pathology. University Title: Professor & Chairman. Nature of Duties: Chairman of Department of Pathology which includes Research Unit in Medical Sciences Building & Departments in teaching hospitals. Person to whom enquiries should be sent: W.H. Francome, Associate Dean, Faculty of Medicine, University of Toronto, Toronto, Ontario, M5S 1A1. Effective date of appointment: 1 July 1984. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF BRITISH COLUMBIA. Department of Medicine. Academic Respiriologist Sought. Pulmonologist, Board certified or eligible with research experience and a major interest in research to join the academic Respiratory Division at the Health Sciences Centre Hospital, University of British Columbia. The job description involves 70% time to be devoted to research and the remainder to teaching and clinical activities. Research interests in the area of sleep and control of breathing preferred. Available research tools include positron emission tomography and nuclear magnetic resonance. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian Citizens and Permanent Residents. Please apply to: Dr. D. Pare, Director, Division of Respiratory Disease, St. Paul's Hospital, 1081 Burrard Street, Vancouver, B.C., V6Z 1Y6.

UNIVERSITY OF MANITOBA. Department of Pharmacology and Therapeutics. Applications are invited for a term appointment at the assistant professor level. Applicants should have an M.D. or Ph.D. degree and should be capable of developing a highly productive research program and participating in our teaching programs. Preference will be given to applicants with research programs which will integrate into one of the department research sections - cardiovascular pharmacology, hepatorenal pharmacology, neuropharmacology, or cancer chemotherapy. Both men and women are encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send curriculum vitae and three references before March 1st, 1984 to: Dr. C.V. Greenway, Department of Pharmacology and Therapeutics, Faculty of Medicine, University of Manitoba, 770 Bannatyne Avenue, Winnipeg, Manitoba, R3E 0W3.

QUEEN'S UNIVERSITY. Department of Radiation Oncology. Career Scientist Position. A position is available as a Career Scientist of the Ontario Cancer Treatment and Research Foundation at the Kingston Regional Cancer Centre, Department of Radiation Oncology, Queen's University. The applicant must have an M.D. or Ph.D. or equivalent, must have had post-doctoral training relevant to cancer research, and must be capable of independent and innovative investigative work in the field of cancer. The ability to collaborate with existing scientists involved in tumour biology, tumour immunology and experimental cancer therapy is essential. The position is associated with adjunct academic rank and is renewable depending on satisfactory progress. In conformity with Canadian Immigration policy, preference will be given to Canadian citizens or landed immigrants. Address inquiries, with curriculum vitae, and the names of three referees to: Dr. J.S. Lott, Director, Ontario Cancer Foundation, Kingston Clinic, King Street West, Kingston, Ontario, Canada, K7L 2V7.

UNIVERSITY OF OTTAWA. Pathology. Applications are invited for a senior faculty position in the Department of Pathology. The position is for a basic scientist, preferably a biochemist or cytologist. Applicants must have outstanding research credentials and the ability to obtain or already have extramural grant support. The successful candidate will be expected to develop an independent research program as well as provide the intellectual support for other research programs and graduate studies. Applicants should submit their curriculum vitae, general statement of research plans and the names of three references by February 1984 to: Samuel W. French, M.D. Professor and Chairman, Department of Pathology, University of Ottawa, Faculty of Health Sciences, 451 Smyth Road, Ottawa, Ontario, Canada, K1H 8M5.

UNIVERSITY OF OTTAWA. Pathology. Assistant Professor - Geographic full-time position in the Pathology Department beginning July 1984. Candidates should be boarded in Pathology, have research experience and the

ability to obtain or already have extramural grant support. Research in cell biology, biochemistry or microbiology desired. Individuals will participate in teaching of medical students and residents, as well as have clinical responsibility in the Department of Laboratory Medicine. Send curriculum vitae, brief statement of research interest and names of three referees by February 1984 to: Samuel W. French, M.D. Professor and Chairman, Department of Pathology, University of Ottawa, Faculty of Health Sciences, 451 Smyth Road, Ottawa, Ontario, Canada, K1H 8M5.

QUEEN'S UNIVERSITY AND KINGSTON GENERAL HOSPITAL. Department of Pathology, Queen's University and Kingston General Hospital have a vacancy for an academic pathologist with strong research interests, training and aptitudes. Applicants must be eligible for licensure in Ontario and have the Canadian Fellowship or equivalent in a discipline of Laboratory Medicine. The successful applicant will be required to establish a research program with external funding and will participate in diagnostic pathology and teaching. Faculty rank and salary are negotiable. In accordance with immigration requirements, preference will be given to Canadian citizens and permanent residents of Canada. Apply with curriculum vitae before March 1, 1984, to: David M. Robertson, Professor and Head, Department of Pathology, Queen's University, Kingston, Ontario K7L 3N6.

INSTITUT ARMAND-FRAPPIER. Immunologie. Sommaire de la Fonction: Le Centre de recherche en immunologie et sérologie Armand-Frappier (C.R.I.S.) recherche une (ou) candidat(e) apte à assumer la responsabilité d'une recherche en immunologie fondamentale ou appliquée et disposé(e) à s'intégrer dans les programmes de recherche en cours. L'encadrement d'étudiants de 2ème et 3ème cycles, de même que la participation à des activités de production et à des tâches administratives peut s'ajouter aux responsabilités précitées. Exigences: Avoir obtenu un doctorat (Ph.D. ou l'équivalent) d'une université reconnue et avoir une formation en immunologie. La préférence sera donnée au (à la) candidat(e) ayant une expérience post-doctorale et pouvant faire la preuve qu'il(elle) peut poursuivre une recherche de manière autonome. Cette préférence sera aussi accordée au citoyen canadien ou à l'immigré réçu. Traitement: Selon la participation à des tâches de production et à des tâches administratives, l'échelle de salaire en vigueur à l'Institut Armand-Frappier (réseau de l'Université du Québec). Manière de Postuler: Veuillez adresser votre curriculum vitae, la liste de vos publications, trois (3) lettres de recommandation ainsi que tout autre document pertinent avant le 29 février 1984, au Service des ressources humaines, Institut Armand-Frappier, 531, boulevard des Prairies, Case postale 100, Laval-des-Rapides, Laval, Québec, H7N 4Z3.

INSTITUT ARMAND-FRAPPIER. Immunology. Description of Position: The position is within the Immunology Research Center. The successful candidate will be expected to conduct an independent research program in fundamental or applied immunology. Opportunities exist as well to participate in research programs already underway in the Center or at the Institut, to supervise and train graduate students, to become involved in production activities and/or to assume administrative duties. Qualifications: A candidate must have obtained a Ph.D. or the equivalent from an accredited university in Canada or elsewhere and must have a training in Immunology. Preference will be given to candidates with post-doctoral or other experience indicating that the candidate can pursue his or her research autonomously. Priority will be given to Canadian citizens and permanent residents of Canada. The candidate is expected to possess or to be willing to acquire a working knowledge of French. Level of Appointment: Rank will be determined on the basis of the qualifications and experience and the salary will be according to the scale presently in effect at Institut Armand-Frappier (University of Quebec). To Apply: Send your curriculum vitae including a list of publications, 3 letters of recommendation and any other pertinent information before February 29, 1984, to: Service des ressources humaines, Institut Armand-Frappier, 531, boulevard des Prairies, Case postale 100, Laval-des-Rapides, Laval, Québec, H7N 4Z3.

UNIVERSITY OF ALBERTA. Medicine. Assistant Professor of Occupational Therapy. The candidate should hold an occupational therapist with a master's or doctorate degree have clinical and teaching experience, and a strong background in psychosocial dysfunction and/or vocational assessment. The position involves primarily teaching in the

undergraduate and proposed graduate programs, and emphasis will be placed on research in the area of psychosocial dysfunction and/or vocational assessment. The appointment will be at the rank of Assistant Professor with a current salary range of \$29,720 to \$41,820. The effective date of appointment is July 1, 1984. The University of Alberta is an equal opportunity employer, but in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications and curriculum vitae should be received by March 15, 1984 and directed to: Professor Sharon Brintnell, Chairman, Dept. of Occupational Therapy, 308 Corbett Hall, The University of Alberta, Edmonton, Alberta, T6G 2G4.

THE UNIVERSITY OF ALBERTA. Occupational Therapy. Assistant Professor. The candidate should be an occupational therapist with a master's or doctorate degree, have clinical and teaching experience and a strong background in physical disability and rehabilitation. The position involves primarily teaching in the undergraduate and proposed graduate programs, and emphasis will be placed on research in the area of physical dysfunction. The appointment will be at the rank of Assistant Professor with a current salary range of \$29,720 to \$41,820. The effective date of appointment is July 1, 1984. (Pending funds) The University of Alberta is an equal opportunity employer, but in accordance with Canada Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications and curriculum vitae should be received by March 15, 1984 and directed to: Professor Sharon Brintnell, Chairman, Dept. of Occupational Therapy, 308 Corbett Hall, The University of Alberta, Edmonton, Alberta, Canada, T6G 2G4.

UNIVERSITY OF MANITOBA. Faculty of Medicine. The program in Physical Therapy has a full-time position available at the rank of Assistant Professor. This appointment is a term appointment. The successful candidate will be expected to teach in the undergraduate program in the neurosciences area and to conduct research. Preference will be given to applicants with a Ph.D. or other graduate degree. Applicants should include a curriculum vitae, and the names of three referees. Applications should be sent to Dr. E. Eddy, Head, Program in Physical Therapy, School of Medical Rehabilitation, University of Manitoba, 258-770 Bannatyne Avenue, Winnipeg, Manitoba, R3E 0W3. Closing date for applications is May 16, 1984. Both men and women are encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF ALBERTA. Gastroenterology. Clinical Investigator. Gastroenterology. The University of Alberta, Division of Gastroenterology, invites applications from Clinical Investigators in Gastroenterology (two positions). The candidates must have demonstrated ability as independent investigators, an interest in joining an academic teaching and research-oriented Division of Gastroenterology at the University of Alberta in Edmonton. Academic rank will be at the Assistant Professor level. Current salary range for Assistant Professor is \$29,720 to \$41,820. University ranking and salary are negotiable and will reflect experience and qualifications. Applicants should be eligible for registration as specialists in Internal Medicine or Gastroenterology in the Province of Alberta. The closing date for this competition will be six weeks after the date of publication. The date of appointment will be July 1984. Interested individuals are encouraged to send a Curriculum Vitae to: Dr. R.W. Sherbanik, Director, Division of Gastroenterology, 8-104 Clinical Sciences Building, The University of Alberta, Edmonton, Alberta, Canada, T6G 2G3. The University of Alberta is an equal opportunity employer. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF SASKATCHEWAN. Geriatric Medicine. Full-time Academic Positions (2). Vacancies exist for physicians in Geriatric Medicine in the Division of Geriatric Medicine, College of Medicine, University of Saskatchewan, and University Hospital, Saskatoon. Successful applicants will have higher qualifications in medicine (F.R.C.P. (C) or equivalent) and clinical and teaching or research experience in Geriatric Medicine. Academic rank and salary commensurate with experience. One position is a permanent (tenurable) position the other a sabbatical replacement for the department head (1 year). For further information contact: Dr. Duncan

Robertson, Professor & Head, Geriatric Medicine, Box 85, University Hospital, Saskatoon, Saskatchewan, Canada, S7N 0X0.

UNIVERSITY OF SASKATCHEWAN. Medicine. An academic full-time position is available for a hematologist as a joint appointment in the Departments of Medicine and Pathology at the University of Saskatchewan and the University Hospital — Saskatoon. Responsibilities include teaching, research, consultant patient care and service laboratory supervision in negotiable time portions. Canadian certification in Internal Medicine and Hematology will be required before commencement of appointment. Address replies to: Dr. R.M. Bala, Professor and Chairman, Department of Medicine, University of Saskatchewan, Saskatoon, Saskatchewan, S7K 0X0.

UNIVERSITY OF ALBERTA. Medicine. Neonatologist with interest in clinical research to join existing group of 3 academic full-time individuals in large Inborn perinatal centre. Position includes academic appointment at the University of Alberta. Salary range \$29,720-\$41,820 with additional clinical consulting fees also paid. The University of Alberta is an equal opportunity employer, but in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please apply with curriculum vitae to: Dr. N. Finer, Professor, Department of Pediatrics, University of Alberta, 4th Floor Clinical Sciences Building, Edmonton, Alberta, T6G 2G3, Canada. Closing date: March 1, 1984.

UNIVERSITY OF MANITOBA. Department of Pharmacology. Applications are invited for a full-time probationary appointment at the associate or full professor level effective July 1, 1984. Rank and salary are dependent upon qualifications and experience. Applicants should have a Ph.D. (Pharmacology), be clearly established researchers capable of developing a highly productive research program in the field of liver research, must have demonstrated academic accomplishments, administrative ability and expertise in the development of teaching programs. Both men and women are encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send curriculum vitae and three references before Feb. 29, 1984 to Dr. C.V. Greenway, Department of Pharmacology, Faculty of Medicine, 770 Bannatyne Avenue, Winnipeg, Manitoba, R3E 0W3.

UNIVERSITY OF SASKATCHEWAN. Anatomy. The Department of Anatomy, University of Saskatchewan, College of Medicine, invites applications for tenure-track position at the Assistant Professor level beginning July 1, 1984. Applicants should have experience in teaching anatomy, embryology, neuroanatomy or cell biology. Applicants should also have proven research background and a strong research program. In accordance with the Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Applications, including curriculum vitae, names of three referees and an outline of proposed research, should be submitted to Dr. S. Fedoroff, Head, Department of Anatomy, College of Medicine, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 0W0.

MUSIC

QUEEN'S UNIVERSITY. Department of Music. 1. Assistant Professor, tenure-stream. 2. Ph.D. or equivalent, musicologist specializing in Medieval/Renaissance and 20th century, or music educator specializing in elementary education. A strong background in choral music desirable for all applicants. 3. Teaching of undergraduate courses. Research and collegial activities. Possible direction of Choral Ensemble. Salary at Assistant Professor level (currently \$24,250). 5. Letters of application, together with curriculum vitae and letters of reference should be sent to: Dr. F.R.C. Clarke, Head, Department of Music, Queen's University, Kingston, Ontario, K7L 3N6. Effective September 2, 1984. 7. Deadline: April 1, 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

QUEEN'S UNIVERSITY. Department of Music. 1. Sabbatical replacement position (8 months), pending budgetary approval. 2. Ph.D., or equivalent, preferred; musicologist specializing in Medieval/Renaissance and 20th century, or music educator specializing in elementary education. A strong

background in choral music desirable for all applicants. 3. Teaching of undergraduate courses. Possible direction of Choral Ensemble. 4. Salary based on floor level of education (no doctorate) or Assistant Professor (with doctorate) rank. 5. Letters of application, together with curriculum vitae and letters of reference, should be sent to: Dr. F.R.C. Clarke, Head, Department of Music, Queen's University, Kingston, Ontario, K7L 3N6. Effective: September 1, 1984, to April 30, 1985. 7. Deadline: April 1, 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

BISHOP'S UNIVERSITY. Music. The Department of Music at Bishop's University invites applications for a new, tenure-stream position at the assistant professor level, commencing July 1, 1984. Teaching responsibilities will include courses in the history and literature of music, as well as basic musicianship. Preference will be given to a specialist in seventeenth and eighteenth century music, with experience in ensemble and chamber music coaching. A Ph.D. or the equivalent is required. The current salary floor for this position is \$28,253. Candidates should send a curriculum vitae and the names of three referees to: Dr. K.J. Kueper, Dean of the Faculty of Bishop's University, Lennoxville, Québec, J1M 1Z7. Closing date: March 16, 1984. In accordance with Canadian Immigration requirements, this advertisement is in the first instance directed to Canadian citizens and permanent residents.

CARLETON UNIVERSITY. Music Department. Applications are invited for an anticipated tenure-track position contingent upon funding: assistant professor. To teach general music theory and history at the undergraduate level. In addition, the department is actively searching to expand in areas such as socio-musicology and computer music. Completed doctorate preferred. Apply to: Professor David Piper, Chairman, Department of Music, Carleton University, Colonel By Drive, Ottawa, Ontario, K1S 5B6 by March 1, 1984. The position becomes effective July 1, 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Open to both men and women.

MCMASTER UNIVERSITY. Music. Applications are invited for a new full-time position in Music Education at the rank of Assistant Professor beginning July 1, 1984. The initial appointment will be for two years. A doctoral degree in music education or equivalent is required. Duties include conducting concert or jazz band, teaching brass and/or woodwind methods courses, introductory theory, chamber ensembles, general musicianship courses. Salary commensurate with qualifications and experience. Salary floor at the rank of Assistant Professor for 1983-84 is \$24,700 per annum. Applicants should send curriculum vitae and ask three referees to write on their behalf to: Dr. J. Hall, Chairman, Department of Music, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4M2. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

NURSING

THE UNIVERSITY OF BRITISH COLUMBIA. School of Nursing. Several faculty positions will be available from August 1984 and applications are invited from qualified candidates. The minimum requirements are master's degree in nursing and clinical experience. A doctoral degree is preferable. Candidates must be eligible for registration with the R.N.A.B.C. Salary and rank depend on experience and qualifications. Write to Dr. Marilyn Willman, Director, School of Nursing, The University of British Columbia, 694 Health Sciences Mall, Vancouver, B.C., V6T 1W5.

UNIVERSITY OF SASKATCHEWAN. COLLEGE OF NURSING. Nursing. Applications are invited for nursing faculty positions, to teach in both the basic and post-R.N. baccalaureate programs. Subject to availability of funding, limited term and tenure-track positions which may be available in the fall of 1984 include: Medical/Surgical, Obstetric, Pediatric, Psychiatric and Community Health Nursing. Doctoral or Masters degree in Nursing in a related field required for recent clinical practice. Applicants must be eligible for registration with the Saskatchewan Registered Nurses' Association. Candidates of both sexes are equally encouraged to apply. Salary and rank commensurate with

qualifications and professional achievement. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Further information or letters of application, résumés and names of three referees to: Una Ridley, Dean, College of Nursing, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

PHILOSOPHY

LAKEHEAD UNIVERSITY. Department of Philosophy. Applications are being accepted for a sabbatical leave replacement in the Department of Philosophy for the 1984/1985 academic term. Ph.D. preferred. Competence in Applied Ethics and at least one of Ancient and Medieval Philosophy, Philosophy of Art and Philosophy of Religion for teaching undergraduate courses. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Applications with curriculum vitae and names of three referees should be sent to: Professor G.R. Weller, Dean of Arts, Lakehead University, Thunder Bay, Ontario, P7B 5E1, by 1 March, 1984.

TRENT UNIVERSITY. Philosophy. Applications are invited for one or more full-time seasonal positions at the level of Assistant Professor for the 1984-85 academic year. Expertise in one or more of the following areas is required: epistemology and metaphysics, phenomenology and existentialism, practical reasoning, or the philosophy of science. Applications, including curriculum vitae and the names of three referees, should be sent to Professor R.E. Carter, Chairman, Department of Philosophy, Trent University, Box 4800, Peterborough, Ont., K9J 7B8. These positions are subject to budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

BRDCK UNIVERSITY. Philosophy. The Philosophy Department at Brock University invites applications for a tenure-track appointment at the rank of Full or Associate Professor, beginning July 1, 1984. The Department offers an M.A. program in European Philosophy since Kant, Eastern Philosophy and Comparative Philosophy. Specialization in one or more of the following areas is preferred: interest in their Candidates may be expected to assume the Departmental Chairmanship in 1984 or 1985 (on a rotating basis). Applicants should have both appropriate teaching experience and a record of publications. Send a curriculum vitae and addresses of three referees to Professor J.R.A. Mayer, Chairman, Department of Philosophy, Brock University, St. Catharines, Ontario, L2S 3A1. In accordance with immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

WILFRID LAURIER UNIVERSITY. Philosophy. 1. Two-Year Regular Term Appointment. 2. Ph.D. or equivalent is required, teaching experience and publications are assets. 3. Competence in Kant, Hegel, or Marx and an interest in the history of philosophy for teaching undergraduate courses is desirable. 4. Rank and salary commensurate with qualifications. 5. Application with curriculum vitae and names of three referees to be sent to: Dr. R.E. Alexander, Chairman, Department of Philosophy, Wilfrid Laurier University, Waterloo, Ontario, N2L 3G5. 6. Appointment to be effective from July 1, 1984. 7. Closing date — March 1, 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

McMASTER UNIVERSITY. Philosophy. Applications are invited for a tenure-stream appointment in Philosophy up to the rank of Associate Professor, beginning July 1, 1984. A Ph.D. in Philosophy is required. Areas of specialization and competence are open. We are after excellence in scholarship and teaching. Salary commensurate with qualifications and experience. Salary floors for 1983-84 are: Assistant Professor \$24,700, Associate Professor \$31,950, per annum. Applications, including curriculum vitae and the names and addresses of three referees should be sent to: Professor J.R. Carter, Chairman, Department of Philosophy, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4K1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

McGILL UNIVERSITY. Department of Philosophy. Assistant Professor, three year tenure track appointment, subject to budgetary approval. Ph.D. expected by time

of appointment. Candidates should be able to teach logic at all levels, from elementary to advanced, and have competence in one or more areas of analytic philosophy. Preference will be given to those whose contributions or potential contributions to their field of specialization are outstanding, and who are competent to teach interdisciplinary courses. Minimum McGill salary for Assistant Professors is \$29,500.00. Duties expected to begin September 1, 1984. Applications with supporting documents should be received by March 1, 1984 addressed to The Chairman, Department of Philosophy, McGill University, Stephen Leacock Bldg., 855 Sherbrooke St. West, Montreal, P.O. H3A 2T7. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

PHYSICAL EDUCATION

UNIVERSITY OF ALBERTA. Physical Education. Position in Sport Administration. The Department of Physical Education and Sport Studies at the University of Alberta invites applications for the position of Assistant Professor (tenure track) in the area of Sport Administration. The successful candidate must hold a Ph.D. degree in this area. Preference will be given to candidates who have teaching experience and research interests in the following areas: 1) Government involvement in sport; 2) the study of voluntary sport organizations; and 3) development of leadership programs in sport and physical education. Responsibilities will include teaching at the graduate and undergraduate levels and supervision of student research. The appointment will commence July 1, 1984. The University of Alberta is an equal opportunity employer. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications will be accepted until March 1, 1984. This position is subject to the availability of funds. Applicants should submit a letter of application, curriculum vitae, names and addresses of three referees to: Dr. A.E. Wall, Chairman, Department of Physical Education and Sport Studies, University of Alberta, Edmonton, Alberta, T6G 2H9.

PHYSICS

UNIVERSITY OF WATERLOO. Physics. The Department of Physics is offering several postdoctoral fellowships for research work in the areas of experimental and theoretical solid state physics, biophysics, atomic and molecular physics, surface physics and energy conversion and storage. The fellowships are for a period of 1 year and are renewable for a second year by mutual agreement. Some teaching duties may be arranged. A brochure outlining current research programs will be sent on request. Applicants should send a résumé and names of three referees to Prof. F.W. Boswell, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF MANITOBA. Department of Physics. A post-doctoral position in Mathematical Physics is available at the University of Manitoba. The Department is seeking a mathematical physicist with interest in Functional Integration and Semi-classical methods to join a research program with T.A. Osborn. This research program examines fundamental problems in both statistical mechanics and scattering theory. It is expected the appointment will begin September, 1984 and will initially be of a two year duration. Both women and men are encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Candidates should send a curriculum vitae and names of two referees to T.A. Osborn, Department of Physics, University of Manitoba, Winnipeg, Manitoba, R3T 2N2, Canada.

UNIVERSITY OF WINNIPEG. Physics. The Department of Physics invites applications for a tenure track appointment (subject to budget approval) at either assistant or associate professor rank. Duties normally commence on September 1. The Department is searching for either a Ph.D. with interests in condensed matter physics or theoretical physics. The University of Winnipeg has a strong four year undergraduate program and, through an adjunct professor arrangement

with the University of Manitoba, faculty may participate in graduate programs to the Ph.D. The successful candidate will be expected to participate in undergraduate teaching and research. Applications, together with curriculum vitae and the names of three referees should be submitted as soon as possible to: Chairman, Department of Physics, University of Winnipeg, Winnipeg, Manitoba, R3B 2E9. All applications received by March 1, 1984 will be considered. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

TRENT UNIVERSITY. Physics. Applications are invited for one or more seasonal appointments (full-time or part-time) to begin July 1, 1984. The appointments will be at the assistant professor level, and are subject to budgetary approval. Candidates should have a Ph.D. degree in Physics and a strong interest in teaching at the undergraduate level. Preference will be given to candidates whose research interests are in surface physics, nuclear physics, astronomy, biophysics. Applications, including a curriculum vitae and the names of three referees should be sent to Professor R.G. Johnson, Chairman, Department of Physics, Trent University, Box 4800, Peterborough, Ont., K9J 7B8, by 1 March, 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CONCORDIA UNIVERSITY. Department of Physics. Applications are invited for an eleven month sabbatical leave replacement at the assistant professor level for the 1984-85 academic year. Duties will be to teach mathematical physics and other undergraduate courses and participate in the general research efforts of the department. One year of post-doctoral experience is desirable. Salary will be at the assistant professor level. Please send curriculum vitae and names of three referees to Dr. C.S. Kalman, Chairman, Department of Physics, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8. Closing date for application is March 15, 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

PLANT SCIENCE

UNIVERSITY OF MANITOBA. Department of Plant Science. Applications are invited for a two year term appointment (leave replacement) at the Assistant or Associate Professor level in the Department of Plant Science, University of Manitoba. Ph.D. in Weed Science or equivalent is required. Minimum salary \$27,101 for Assistant Professor \$34,961 for Associate Professor. Applicant should have several years experience in research, teaching and extension and be prepared to undertake diploma, undergraduate and graduate teaching in applied aspects of weed control. Both men and women are encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Apply to Dr. L.E. Evans, Head, Department of Plant Science, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. Deadline for applications is March 31, 1984.

POLITICAL SCIENCE/STUDIES

BRDCK UNIVERSITY. Politics. The Politics Department of Brock University will be making a replacement appointment in public administration as the assistant professor or lecturer level. The term of the appointment will be one or two years beginning in July 1984. Teaching responsibilities will include courses in public administration and in empirical research method for public policy analysis. An ability to teach specialized courses in judicial administration may be desirable, but is not essential. Candidates with a completed Ph.D. (or A.B.D.) are encouraged to send applications to the Chairman, Search Committee, Department of Political Science, Brock University, St. Catharines, Ontario, L2S 3A1. Closing date is February 29, 1984. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

SIMON FRASER UNIVERSITY. Department of Political Science. The Department invites applications for a one year term appointment, subject to budgetary authorization, at the assistant professor level. Applicants must have a Ph.D. The position is in Public Ad-

ministration, Public Policy, with a Canadian orientation. Applications, including curriculum vitae and names of three referees, should be sent to: T. Cohn, Chairman, Department of Political Science, Simon Fraser University, Burnaby, B.C., V5A 1S6. In accordance with Canadian Immigration requirements, this advertisement is in the first instance, directed to Canadian citizens and permanent residents.

QUEEN'S UNIVERSITY. Department of Political Studies. The Department of Political Studies at Queen's invites applications for several one-year replacement positions from advanced doctoral candidates and established academics interested in a visiting appointment. While one two-year position may develop, all of them are non-tenurable and non-renewable. Applicants should be qualified in the fields of Canadian or international politics. Ability to teach American or Soviet courses would be an asset. Write: Head, Department of Political Studies, Queen's University, Kingston, Ontario K7L 3N6.

ST. THOMAS MORE COLLEGE. Political Science. The Department of Economics and Political Science of St. Thomas More College invites application for a one-year contractually limited appointment commencing in July 1984. Requirements: Ph.D. or near completion. Duties: to offer 2 courses in elements of political science and one in international relations. Salary: Floor in 1983 for Assistant Professor \$27,983; for Lecturer \$22,069; for Instructor \$20,544. Deadline: When filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. St. Thomas More College is a Catholic college federated, i.e., academically integrated, with the University of Saskatchewan. Application: Curriculum vitae with names of three referees to: Dr. J.G. Quinlan, Chairman, Dept. of Economics and Political Science, St. Thomas More College, 1437 College Drive, Saskatoon, Saskatchewan, S7N 0W6, Canada.

CARLETON UNIVERSITY. Political Science. The Department of Political Science, Carleton University invites applications for a tenure track position at the assistant professor level in quantitative methods with subsidiary competence in one or more of the following fields: Philosophy of science, international relations, public policy, Canadian government and politics, and comparative analysis. Subject to budgetary approval. Ph.D. academic publications and teaching experience preferred. Applications, with full curriculum vitae and the names of at least three qualified referees, should be sent as soon as possible to: Professor Harold von Riekhoff, Chairman, Department of Political Science, Carleton University, Ottawa, Ontario K1S 5B6. The appointment will commence July 1, 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Open to both men and women.

DALHOUSIE UNIVERSITY. Department of Political Science. Applications are invited for a one-year full-time replacement appointment beginning July 1, 1984 at the Assistant Professor level. Applicants should expect to have completed the Ph.D. by the time of appointment. Expertise is sought in the areas of quantitative methods and international politics and foreign policy. An ability to teach political philosophy would be helpful, but is not required. Deadline: When position filled. A curriculum vitae and the names of three referees should be sent to: Professor Denis Stairs, Chairperson, Department of Political Science, Dalhousie University, Halifax, Nova Scotia, B3H 4H6. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie has a policy of affirmative action with respect to employment of women.

LAKEHEAD UNIVERSITY. Political Studies. Applicants are invited for a tenure-stream appointment, beginning July 1, 1984, in Canadian Politics, Public Policy and Public Administration. This position is subject to budgetary approval. Rank is open and will be commensurate with qualifications and experience. Applicants should have completed Ph.D. teaching experience and publications. Please send curriculum vitae and names of three referees by March 1, 1984 to the Dean of Arts, Lakehead University, Thunder Bay, Ontario P7B 5E1. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

PSYCHOLOGY

CONCORDIA UNIVERSITY. Psychology. The Department of Psychology of Concordia University anticipates, subject to budgetary approval, several openings for tenure track and limited term appointments at the assistant professor level beginning September 1, 1984. Area of specialization is open. Applicants must hold a Ph.D. degree and have an active ongoing research programme. Post-doctoral research experience, university level teaching experience and, in the case of applicants in the clinical area, experience in clinical supervision, are all desirable. The department is strongly committed to undergraduate and graduate teaching and to research; we are seeking candidates with the same level of commitment who show promise of being able to contribute significantly to this teaching and research. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Letters of application, including curriculum vitae, copies of recent publications, and the names of three referees who have been asked to send letters of reference on teaching and research abilities and potential, should be sent to: Tannis Arbuckle-Maag, Chairman, Department of Psychology, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8. Closing date: When position is filled.

BISHOP'S UNIVERSITY. Psychology. The Department of Psychology at Bishop's University invites applications for a one-year replacement position for 1984-85 at the lecturer or assistant professor level, to commence July 1, 1984. Likely courses to be taught are human experimental psychology and two of introductory, principles of testing and statistics, each for 3 contact hours per week. Preference will be given to candidates with a Ph.D. The salary floor for assistant professor in 1983-84 is \$28,253. Bishop's is an English-language institution located 65 km east of Montreal. Candidates should send a curriculum vitae and the names of three referees to: Dr. K.J. Kuepper, Dean of the Faculty, Bishop's University, Lennoxville, Que., J1M 1Z7. Deadline: March 1, or when position is filled. In accordance with Canadian Immigration requirements, this advertisement is directed to the first instance directed to Canadian citizens and permanent residents.

QUEEN'S UNIVERSITY. Psychology. Applications are invited for a tenure track position at the Assistant Professor level in Clinical Psychology. All areas of clinical psychology will be considered. Applicants must be able to share teaching duties at the graduate and undergraduate levels. A capacity and eagerness to supervise the research of graduate students is essential. Candidates of both sexes are equally encouraged to apply. Salary is negotiable. Appointment will commence on September 1st, 1984. Applications with vitae, representative publications, and at least three letters of recommendation are to be sent to: Dr. A.W. MacLean, Chairman, Clinical Training, Psychology Department, Queen's University, Kingston, Ontario, Canada, K7L 3N6.

WILFRID LAURIER UNIVERSITY. Psychology. Applications are invited for an open appointment, subject to budgetary approval, rank and salary commensurate with qualifications and experience. Candidates should have expertise in measurement, psychometrics and statistics. The successful candidate will be expected to teach at both the undergraduate and graduate (M.A.) level, and to pursue an active and productive research program. Applicants should submit a curriculum vitae, including the names and addresses of three referees familiar with the applicant's work. Closing date is March 1, 1984. Duties commence July 1, 1984. Apply to: Dr. D. Morgenson, Chairman, Department of Psychology, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF SASKATCHEWAN. ST. THOMAS MORE COLLEGE. Psychology. St. Thomas More College, University of Saskatchewan, invites applications for two positions commencing July 1, 1984, in the developmental, abnormal or personality areas. The first is a tenureable position at the Assistant or Associate Professor level. Ph.D., evidence of scholarly activity, and teaching experience are required for appointment at the senior rank. Duties will primarily involve teaching undergraduate classes and research, with opportunity for graduate teaching and supervising. The second position is a term appointment as Assistant Professor. Ph.D. and teaching experience preferred. Duties will primarily involve teaching in-

troductory, abnormal, personality, or developmental courses. This is a 12 month appointment with possible renewal. The College offers competitive salaries and a full range of fringe benefits including a relocation allowance. The College is located in Saskatchewan. This advertisement is directed toward Canadian citizens and permanent residents in accordance with immigration regulations. Applicants should submit a curriculum vitae and arrange for official transcripts and three letters of recommendation sent to: M.G. Keenan, Dean, St. Thomas More College, 1437 College Dr., Saskatoon, Sask. S7N 0W6.

YORK UNIVERSITY. Psychology. The Psychology Department of the Faculty of Arts at York University is considering making one or more appointments, both tenure-stream and contractually limited, at the Assistant Professor level in the following areas: Child Clinical; Health Psychology and Applied Social Psychology. Applicants of experience in research and scholarly accomplishment and promise in any area will also be considered. These positions are subject to budget approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Enquiries, nominations and applications, with three letters of reference and a curriculum vitae, should be sent to: Dr. Morris N. Eagle, Chairman, Department of Psychology, York University, Downsview (Toronto), Ontario, M3J 1P3. Closing date for applications is March 15, 1984.

SAINT MARY'S UNIVERSITY. Department of Psychology. Assistant Professor. The Department is seeking applications for a newly-created tenure-track position. The Department offers M.Sc. programs in Industrial/Organizational and Clinical Psychology. Candidates should have a strong research background and be involved in an active research program. Responsibilities will include teaching at the undergraduate and graduate levels and research supervision. In particular, candidates should be capable of making a teaching contribution in some of the following areas: learning, general experimental and industrial/organizational. The 1983-84 salary floor for the assistant professor rank is \$26,590. Starting date for position is September, 1984. The Nova Scotia Psychologists' Act requires all Psychologists to be registered and defines teaching and research as psychological services; therefore, preference will be given to those candidates who indicate their intention of registering with the Nova Scotia Board of Examiners in Psychology. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send a letter of application stating their teaching, research and professional interests, a vita, and the names of three referees to: Dr. Victor M. Calano, Chairperson, Department of Psychology, Saint Mary's University, Halifax, Nova Scotia B3H 3C3.

UNIVERSITY OF WINDSOR. Psychology. Female Clinical Psychologist. The Department of Psychology at the University of Windsor has an opening for a Clinical Psychologist in the Psychological Services Centre of the University. The Centre is a small campus facility providing psychological services to the University community while helping to meet the training needs of the Psychology Department's doctoral programme in clinical psychology. The position is a one-year renewable staff position to begin as soon as possible. Responsibilities include: doing therapy (individual, group, couples, and family psychotherapy) with University students, staff, and faculty; consulting with various campus groups and departments; and developing and carrying out personal-growth and skill-training workshops. A Ph.D. in clinical psychology is required. The applicant's training and experience should prepare her for the responsibilities outlined above. In view of the current composition of the full-time Centre Staff — two males — we are looking for and giving preference to qualified female applicants. Salary will depend upon qualifications and experience. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents (landed immigrants). This position is subject to budgetary approval. Applicants should forward a curriculum vitae, including the names of three referees, to: Dr. David V. Reynolds, Head, Department of Psychology, University of Windsor, Windsor, Ontario N9B 3P4.

MCGILL UNIVERSITY. Psychology. The Department of Psychology expects to make an appointment at the Assistant Professor level starting September 1984. We are look-

ing for an outstanding candidate who could combine teaching and research within the Psychology Department with research and service commitments to the Mackay Center for Social and Clinical Child Development. The candidate should have a Ph.D. in cognitive psychology or psycholinguistics with specialized training in neurolinguistics, language acquisition and atypical language development. Preference will be given to candidates who have a record of independent research in one or more of these areas and who could teach a course in Human Communication Disorders. Knowledge of American Sign Language is essential and a working knowledge of French is highly desirable. Persons who have not already obtained the Ph.D. or who do not have a record of independent research are not encouraged to apply. Applicants should send a curriculum vitae, copies of recent research papers and a two-page statement describing research in progress or future research plans. The candidate should also have three confidential letters of recommendation sent to the Chairman. In accordance with Canadian Immigration procedures, this advertisement is directed to Canadian citizens and permanent residents. Address all correspondence to V.I. Douglas, Chairman, Department of Psychology, McGill University, 1205 Dr. Penfield Ave., Montreal, Canada H3A 1B1.

UNIVERSITY OF WINDSOR. Applied Social Psychology. The Department of Psychology, University of Windsor, invites applications for a tenure track position at the Assistant Professor rank, beginning September, 1984. Candidates must have a major interest in one or more areas of Applied Social Psychology with a focus upon social organization and support systems, including Industrial/Organizational and Community Psychology. We are seeking persons with strong quantitative methods, an active research program, and demonstrated capability and interest in working with organizations. Due to the present composition of our faculty, qualified females are especially encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents (landed immigrants). Applicants should forward a curriculum vitae, including the names of three referees to David Reynolds, Head, Department of Psychology, University of Windsor, Windsor, Ontario N9B 3P4. Consideration of applications will begin on February 15, 1984.

UNIVERSITY OF WINDSOR. Psychology. The Department of Psychology at the University of Windsor has a tenure track position available at the rank of Assistant Professor in an established programme of Child Clinical Psychology, beginning September, 1984. Responsibilities include undergraduate and graduate teaching and supervision of graduate research. Applicants are expected to have a record of programme of research and must be eligible for registration as a psychologist in the Province of Ontario. Due to the current composition of our Department, qualified females are especially encouraged to apply. Applicants should forward a curriculum vitae, including the names of three referees, to David V. Reynolds, Head, Department of Psychology, University of Windsor, Windsor, Ontario, N9B 3P4. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents (landed immigrants).

RECREOLOGY

UNIVERSITY OF OTTAWA. Recreology. The Department of Recreology invites applications for tenure track or limited term appointments for July 1, 1984. For a tenure track position, the doctorate must be completed prior to the appointment date. Preference will be given to bilingual (French and English) applicants. Eventual tenure will be contingent upon demonstrating bilingual proficiency by teaching in both languages or by examination. Applicants from a number of social science disciplines. In addition to leisure studies and recreation administration, or resource management, will be considered. Salary is comparable to that of other Ontario universities. Applicants should send a curriculum vitae and the names of three referees to: Professor Thomas Goodale, Chairman, Department of Recreology, University of Ottawa, Ottawa, Ontario, K1N 6N5. In accordance with Canadian Immigration requirements, this announcement is addressed to Canadian citizens and permanent residents.

UNIVERSITE D'OTTAWA. Récréologie. Le département de récréologie accepte des candidatures à des postes réguliers ou à des postes à terme pour le 1er juillet 1984. Le doctorat est obligatoire pour les postes réguliers. Préférence sera accordée aux candidats bilingues (français et anglais). Les candidats en lice pour la permanence doivent faire preuve de leur bilinguisme dans leur enseignement ou en subissant un examen. Les candidatures provenant d'autres disciplines des sciences sociales, autres que les études du loisir ou la gestion des services et des ressources récréatives seront également prises en considération. Le salaire se compare à celui des autres universités ontariennes. Les candidats sont priés de faire parvenir leur curriculum vitae et trois noms de personnes pouvant donner des références à: Professeur Thomas Goodale, directeur département de récréologie, Université d'Ottawa, OTTAWA, Ontario, K1N 6N5. En conformité avec les exigences de l'immigration canadienne, les postes sont ouverts aux citoyens canadiens et aux immigrants réguliers.

RELIGIOUS STUDIES

ATLANTIC SCHOOL OF THEOLOGY. Pastoral Theology Appointments. Atlantic School of Theology is seeking to fill two faculty positions in the field of pastoral theology. The appointees are expected to be experienced and competent in directing Supervised Field Education. Candidates are also required to have teaching gifts to offer in one or more of the following areas: homiletics, Christian education, management, missiology, evangelism, church and society. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, nominations, inquiries, résumés, and at least three letters of reference should be addressed to: Faculty Search Committee, Atlantic School of Theology, 640 Franklin St., Halifax, N.S. B3H 3B5.

UNIVERSITY OF SASKATCHEWAN. ST. THOMAS MORE COLLEGE. Department of Religious Studies and Biblical Literature. Applications are invited for a one-year term appointment, effective July 1, 1984. Qualifications required: Ph.D. or equivalent academic qualifications in biblical literature. The successful candidate will be expected to teach introductory courses in Old and New Testament, and a senior course for which the candidate is qualified. Rank and salary will be those of an assistant professor, currently \$27,983 to \$36,407. A full range of fringe benefits is available. Closing date for applications: when position is filled. St. Thomas More College is a Catholic College federated, i.e., academically integrated, with the University of Saskatchewan. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send applications including curriculum vitae, transcripts and letters from three referees to: Rev. Daniel Callam, C.S.B., St. Thomas More College, 1437 College Drive, Saskatoon, Sask. S7M 0W6.

UNIVERSITY OF TORONTO. ERINDALE COLLEGE. Department of Religious Studies. One year contractually limited term appointment with possibility of extension or tenure-stream conversion of the position, at Erindale College, University of Toronto. Assistant Professor rank in world religions and their comparative study. Ph.D. Solid grounding in the major religious traditions and previous undergraduate teaching experience. Starting date July 1, 1984, deadline for application February 29, 1984. Apply to Professor Lawrence J. Elmer, Chairman, Department of Religious Studies, University of Toronto, 110 Charles Street West, Toronto, Ontario, M5S 1A1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF SASKATCHEWAN. ST. THOMAS MORE COLLEGE. Department of Religious Studies and Biblical Literature. Applications are invited for a tenureable appointment effective July 1, 1984 in the Department. The successful candidate will be expected to teach Educational Methods courses in elementary and secondary Religious Education in the College of Education as well as courses in the area of Christian Thought in the Department of Religious Studies in the College of Arts and Science. Qualifications required: Ph.D. or equivalent academic qualifications in Religious Studies with specialization and experience in the field of Religious Education. Rank and salary will be in accordance with qualifications and ex-

performance. Closing date for applications: when position is filled. St. Thomas More College is a Catholic college federated, i.e., academically integrated, with the University of Saskatchewan. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send applications including curriculum vitae, transcripts and letters from three referees to Dr. Michael Keenan, Dean, St. Thomas More College, 1437 College Drive, Saskatoon, Saskatchewan, S7N 0W6.

SLAVIC STUDIES

UNIVERSITY OF OTTAWA. Modern Languages and Literatures. Slavic Studies. Assistant Professor or Associate Professor of Slavic Literatures, starting July 1, 1984, tenure stream. Ph.D. and publications required. Demonstrated ability to teach graduate courses in Ukrainian Literature, Russian Literature, and Literary Theory. Candidates who in addition to teaching the above courses can also teach courses in Polish Literatures preferred. Salary depends on qualifications and experience, and rank is subject to final budgetary approval. The University of Ottawa is a bilingual institution, and preference will be given to candidates who are bilingual. Canadian Immigration regulations require the University to assess applications from Canadian citizens and landed immigrants before considering other applications. Send full curriculum vitae with names of three referees to Dr. Henry V. Sullivan, Chairman, Department of Modern Languages and Literatures, University of Ottawa, Ottawa, Ontario, K1N 6N5. Application deadline March 1, 1984.

SOCIAL SCIENCE

YORK UNIVERSITY. Social Science. Family/Social Relations. Applications are invited for a contractually-limited appointment commencing July 1, 1984. We are interested in a candidate who can teach courses that provide a critical perspective on studies of the contemporary family and social relations. Ph.D. or equivalent, interdisciplinary teaching experience, and publications are all desirable. Send curriculum vitae and names of three referees to Paul Craven, Chair, Division of Social Science, York University, 4700 Keele Street, Downsview, Ontario, M3J 1P3. The availability of this position and its terms are conditional on budgetary approval. In conformity with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY. Social Science. Social and Political Thought. Applications are invited for a contractually-limited appointment commencing July 1, 1984. We are interested in a candidate to teach in our undergraduate social and political thought programme, with an emphasis on the nineteenth and twentieth centuries and an interest in cultural history. Ph.D. or equivalent, interdisciplinary teaching experience, and publications are all desirable. Send curriculum vitae and names of three referees to Paul Craven, Chair, Division of Social Science, York University, 4700 Keele Street, Downsview, Ontario, M3J 1P3. The availability of this position and its terms are conditional on budgetary approval. In conformity with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY. Social Science. Communications. Applications are invited for a contractually-limited appointment commencing July 1, 1984. We are interested in a candidate who can teach courses in our mass communications programme, with interests in any of the following areas of specialization

(with Canadian emphasis): Communications Theory, Policy and Regulation; Communications Technology; Telecommunications; Organizational Communications. Ph.D. or equivalent, interdisciplinary teaching experience, and publications are all desirable. Send curriculum vitae and names of three referees to Paul Craven, Chair, Division of Social Science, York University, 4700 Keele Street, Downsview, Ontario, M3J 1P3. The availability of this position and its terms are conditional on budgetary approval. In conformity with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY. Social Science. Women's Studies. Applications are invited for a contractually-limited appointment commencing July 1, 1984. We are interested in a candidate who can teach courses in our women's studies programme, with a particular interest in women in the Canadian labour force. Ph.D. or equivalent, interdisciplinary teaching experience, and publications are all desirable. Send curriculum vitae and names of three referees to Paul Craven, Chair, Division of Social Science, York University, 4700 Keele Street, Downsview, Ontario, M3J 1P3. The availability of this position and its terms are conditional on budgetary approval. In conformity with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

SOCIAL WORK

ST. THOMAS UNIVERSITY. Social Work. One tenure-stream position and one limited term position in a generic Bachelor of Social Work degree programme at St. Thomas University, Fredericton, New Brunswick. Qualifications: A professional degree in social work; doctorate preferred, M.S.W. with several years experience minimum. Previous teaching experience an asset. The limited term appointment is subject to authorization and budget approval. Appointments begin July 1, 1984. Apply in writing with curriculum vitae, and names of three referees to: Dr. Robert Mullaly, Acting Chairman, Department of Social Work, St. Thomas University, Fredericton, New Brunswick, E3B 5G3.

MCMASTER UNIVERSITY. Social Work. Applications are invited for a two-year contractually limited position beginning July 1, 1984 at the Assistant Professor level. Teaching responsibilities include two elective courses and the required course the General Practice of Social Work which involves teaching practice seminars and organizing field placements of undergraduate students in that seminar. Applicants should have extensive recent practice experience as well as teaching experience. The MSW degree is required. Preference will be given to applicants with DSW or equivalent degrees. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for applications is March 15, 1984. Salary is commensurate with qualifications and experience. Written applications should be made to Dr. Ewan MacIntyre, Director, School of Social Work, McMaster University, TSH 314, Hamilton, Ontario, L8S 4M2.

SOCIOLOGY

UNIVERSITY OF WATERLOO. Department of Sociology. Applications are being accepted for the position of Assistant Professor in social theory and the sociology of work and industry. Qualifications include Ph.D. in sociology. Duties include teaching in areas of specialization at undergraduate and graduate levels. Salary offered is floor for Assistant rank (c. \$27,000 in 1983-84). Those interested should send applications to A.A. Hamer, Chair, Department of Sociology, University of Waterloo, Waterloo, Ontario, N2L 3G1. Closing date for receipt of applications is February 29, 1984. The availability of this position is subject to budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF WESTERN ONTARIO. Social Science. Sociology. Applications are invited for two 3-year limited-term contract positions at the assistant professor level. Ph.D. or equivalent required. All specialties will be considered for one of the positions; research and teaching interest in social organization are desirable for the other position but other areas will be considered. Ap-

pointments to commence on July 1, 1984. Letters of application including a curriculum vitae and the names and addresses of three referees should be sent to: Dr. William R. Avison, Chairman, Recruitment Committee, Department of Sociology, The University of Western Ontario, London, Ontario, N6A 5C2. The deadline for applications is March 15, 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Position is subject to budget approval. An Equal Opportunity Employer.

QUEEN'S UNIVERSITY. Department of Sociology and School of Physical and Health Education. The Department of Sociology and School of Physical and Health Education expect to make a one-year non-renewable joint appointment at the Assistant Professor level commencing in September, 1984. The successful candidate must have teaching and research interests in the sociology of sport. Other areas of research and teaching which will be given preference include: leisure studies, leisure studies, and mass communications. Teaching will be undertaken in both the Department of Sociology and the School of Physical and Health Education. Candidates should have an appropriate doctorate degree. Salary will be according to qualifications and experience within the established ranges. Canadian citizens and landed immigrants will be given preference. Candidates of both sexes are equally encouraged to apply. The successful applicant for this position will be eligible to apply for a renewable term position (tenure-track) which may become available in this field in 1985/86. Send application and vitae, including the names of three or more referees, to Professor Kathleen A. Herman, Chairholder, Appointments Committee, Department of Sociology, Queen's University, Kingston, Ontario, K7L 3N6. Closing date for receipt of applications is March 16, 1984.

MOUNT ALLISON UNIVERSITY. Sociology. The Department of Sociology and Anthropology, Mount Allison University invites applications for one Sociology position commencing July 1, 1984. Mount Allison is a small undergraduate institution with an excellent reputation in undergraduate studies in the liberal arts tradition. The position would be a tenurable one. Lecturer or Assistant Professor candidates should hold a Ph.D. with a good record in teaching and research. The fields desired are Theory, Sociology of Knowledge, Sociology of Science, Organization and Socialization. Salary and rank are negotiable in accordance with qualifications and experience. The current salary floors for Lecturers: \$19,500; Assistant Professors: \$21,300. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should submit their curriculum vitae and have their letters of reference sent to: Dr. Patrick L. Baker, Acting Head, Sociology/Anthropology Department, Mount Allison University, Sackville, N.B. E0A 3C0, by February 28, 1984.

MCGILL UNIVERSITY. Sociology. The Department of Sociology wishes to appoint at the level of Assistant Professor a person qualified to teach sociological theory, stratification, and organizations. We prefer someone who has done empirical research in at least one of the latter areas. Completed Ph.D. preferred. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Interested applicants should apply to Professor Richard Hamilton, Chairman, Appointments Committee, Department of Sociology, McGill University, 855 Sherbrooke Street West, Montreal, Quebec, H3A 2T7, enclosing curriculum vitae, copies of 2 or 3 papers, and names and addresses of 3 referees who have been asked to send letters. Persons with no previous full-time teaching experience should send a copy of their graduate school transcript.

MCGILL UNIVERSITY. Sociology. The Department of Sociology wishes to appoint at the level of Assistant Professor a person qualified to teach advanced quantitative methodological techniques (general linear model, log-linear approaches, analyses of variance, etc.). Candidates should also be prepared to teach some substantive courses (areas open). Completed Ph.D. preferred. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Interested applicants should apply to Professor Richard Hamilton, Chairman, Appointments Committee, Department of Sociology, McGill University, 855 Sherbrooke Street West, Montreal, Quebec, H3A 2T7, enclosing curriculum vitae, copies of 2 or 3 papers, and names and addresses of 3 referees who have been asked to send letters. Persons with no

previous full-time teaching experience should send a copy of their graduate school transcript.

SAINT MARY'S UNIVERSITY. Department of Sociology. The Department of Sociology is seeking candidates for a tenure-track position at the assistant professor level. Areas of preferred teaching and research are deviance, society and law, and criminology. Effective date of appointment is September 1, 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Application deadline is February 28, 1984. Curriculum vitae, names of three referees, (and, optionally, examples of written work) should be sent to: Dr. Henry Veilmeyer, Chairperson, Department of Sociology, Saint Mary's University, Halifax, Nova Scotia B3H 3C3.

UNIVERSITY OF WESTERN ONTARIO. Department of Sociology. Applications are invited for two one-year limited-term contract positions. Ph.D. or equivalent required. All specialties will be considered for these positions. Appointments to commence on July 1, 1984. Letters of application including a curriculum vitae and the names and addresses of three referees should be sent to: Dr. William R. Avison, Chairman, Recruitment Committee, Department of Sociology, The University of Western Ontario, London, Ontario, N6A 5C2. The deadline for applications is March 1, 1984; positions will be filled by April 1, 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and landed immigrants. Position is subject to budget approval. An Equal Opportunity Employer.

LAURENTIAN UNIVERSITY. Sociology. Applications are invited for a man and a woman for tenure-track faculty position in the Department of Sociology and Anthropology, Laurentian University, Sudbury, Ontario, commencing July 1st, 1984. Applicants should have a Ph.D. with demonstrated teaching, research experience and publications in the areas of family and socialization. Other areas of teaching may include: Sex Roles and Sexuality, Aging and Introductory Sociology. Preference will be given to bilingual candidates. Please send curriculum vitae to: Chairman, Department of Sociology and Anthropology, Laurentian University, Sudbury, Ontario, P3E 2C6. Rank according to qualifications. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITÉ LAURENTIENNE. Sociologie. L'Université Laurentienne, Sudbury (Ontario), sollicite les candidatures d'hommes et de femmes à un poste de professeur pouvant mener à la permanence au Département de sociologie et d'anthropologie. La nomination entrera en vigueur le 1er juillet 1984. Les candidats devraient être titulaires d'un Ph.D., posséder de l'expérience dans l'enseignement et la recherche et avoir publié dans les domaines de la famille et de la socialisation. Les rôles sexuels et la sexualité, le vieillissement et l'introduction à la sociologie seraient également des matières utiles. La préférence sera accordée aux candidats bilingues. Faire parvenir son curriculum vitae au Directeur, Département de sociologie et d'anthropologie, Université Laurentienne, Sudbury (Ontario), P3E 2C6. Le rang sera fonction des titres et qualités. Conformément aux exigences relatives à l'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents.

SPANISH

UNIVERSITY OF OTTAWA. Modern Languages and Literatures. Spanish. The Department of Modern Languages and Literatures invites applications for two replacement posts, subject to budgetary approval, preferably at the rank of Assistant Professor, in the following areas: i) Spanish Peninsular literature, particularly of the Golden Age and Nineteenth Century; and ii) Spanish-American literature, particularly of the Nineteenth Century. The post(s) will be held from July 1st 1984 for twelve months only. Candidates should preferably have a Ph.D. and a strong publication record in the areas specified above. An ability to teach at the graduate level will be an advantage. Salary will depend on qualifications and experience. In accordance with Canadian Immigration requirements, this advertisement is directed primarily to Canadian citizens and landed immigrants. Application deadline: March 1st, 1984. Please send curriculum vitae together

with names of three referees to: Dr. Henry W. Sullivan, Chairman, Department of Modern Languages and Literatures, University of Ottawa, Ottawa, Ontario K1N 6N5.

McMASTER UNIVERSITY. Spanish. Applications are invited for a two-year contractually limited appointment as an Assistant Professor of Spanish, beginning July 1, 1984. A Ph.D. in Spanish is required, as well as evidence of a strong commitment to research. Experience in language and literature teaching is desirable. Duties include teaching undergraduate courses in Spanish American and Spanish literature and culture, as well as Spanish language. Salary commensurate with qualifications and experience. Salary floor at the rank of Assistant Professor for 1983-84 is \$24,700 per annum. Closing date for receipt of applications is March 5, 1984. Applications, including curriculum vitae, transcripts, and the names and addresses of three referees, should be sent to: Dr. G.A. Warner, Chairman, Department of Romance Languages, McMaster University, 1280 Main Street West, Hamilton, Ontario L8S 4M2. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

STATISTICS

UNIVERSITY OF WATERLOO. Statistics and Actuarial Science. Applications are being accepted for the position of assistant or associate professor of Statistics. Applicants must have a Ph.D. and have the ability to carry out an effective independent research programme, to teach, to direct graduate research in Probability and Statistics. Duties include undergraduate and graduate level teaching, graduate student supervision, and research. Salary and rank offered are commensurate with qualifications and experience. The effective date of appointment is July 1, 1984 and is subject to availability of funds. The closing date for reception of applications is March 15, 1984. Send applications to Dr. J.F. Lawless, Chairman, Department of Statistics and Actuarial Science, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF GUELPH. Mathematics and Statistics. Applications are invited for a tenure-track position in Statistics level open, effective September 1, 1984. Duties include teaching undergraduate and graduate level courses, research and/or consulting, in accordance with Canadian Immigration requirements. This advertisement is directed to Canadian citizens and permanent residents. Position is subject to final budgetary approval. Send curriculum vitae including the name of three referees to W.R. Smith, Chairman, Department of Mathematics and Statistics, University of Guelph, Guelph, Ontario, Canada, N1G 2W1.

QUEEN'S UNIVERSITY. Department of Mathematics and Statistics. Applications are invited for two one-year or two-year visiting positions beginning in the summer of 1984. Applicants who wish to teach for only one term or to teach part-time on sabbatical leave will also be considered. Applications should be sent to Prof. L.L. Campbell, Head, Department of Mathematics and Statistics, Queen's University, Kingston, Ontario, K7L 3N6, before March 1. Applicants should send a curriculum vitae and a letter of recommendation to the Head. In accordance with Canadian Immigration requirements, this advertisement is directed initially to Canadian citizens and permanent residents. Applicants of both sexes are equally encouraged to apply.

UNIVERSITY OF WINNIPEG. Mathematics and Statistics. The Department of Mathematics and Statistics of the University of Winnipeg requires a sabbatical replacement in Statistics for the academic year 1984-85. Ph.D. (or near completion) required, as well as previous teaching experience in Statistics. The appointee will be required to teach three courses at the undergraduate level including a senior course in research and methodology. Salary is dependent on qualifications and experience. The position is subject to budgeting constraints. Applications with curriculum vitae should be sent to Dr. L. Batten, Chair, Department of Mathematics and Statistics, University of Winnipeg, Winnipeg, Manitoba, Canada, R3B 2E9. Effective date of appointment is September 1, 1984. Closing date for receipt of applications is March 31, 1984. In accordance Canadian Immigration regulations, this

advertisement is directed to Canadian citizens and permanent residents.

THEATRE

CONCORDIA UNIVERSITY. Faculty of Fine Arts. Department of Theatre. Position: Voice and Speech Instructor. Effective Date: When position is filled. Responsibilities: To design and teach the three-year voice training component for University students at the undergraduate level specializing in Theatre Performance. Specific responsibilities include: classroom teaching, private tutoring and vocal coaching for Theatre productions. This person must have extensive professional voice training in an established vocal technique. Qualifications: M.F.A. in voice training or equivalent and experience teaching at the University level. Rank and salary dependent on qualifications. Details: The Theatre Department of Concordia University is committed to the development of intensive Theatre training within the University atmosphere. Special programmes in Theatre training are being instituted in Scenography and Performance. Application Deadline: When position is filled. All curriculum vitae should be sent to: Concordia University, Loyola Campus, Department of Theatre, 7141 Sherbrooke Street West, Montreal, Quebec H4B 1R6. Attention: Childs, Chairman. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

TRADUCTION

UNIVERSITÉ D'OTTAWA. Ecole de traducteurs et d'interprètes. Poste: Professeur de traduction vers le français. Un poste régulier (sujet à l'appropriation budgétaire) au rang de professeur adjoint. Exigences: diplôme — Doctorat en traduction ou dans une discipline connexe, ou maîtrise avec expérience pertinente. L'expérience est souhaitable, que les candidats aient été traducteur, réviseur ou rédacteur professionnel, et qu'ils aient déjà enseigné la traduction. L'expérience de la traduction juridique, ou de la traduction espagnole/français, ou de l'interprétation constituera un atout de préférence. Fonctions: Donner des cours de traduction vers le français, et des cours de rédaction française et de révision à des étudiants francophones et anglophones inscrits à un programme professionnel de baccalauréat spécialisé en traduction. Possibilité de donner des cours de traduction juridique, de traduction espagnole ou d'interprétation. Possibilité d'animer, au niveau de la maîtrise, un séminaire de recherche. Mener des recherches théoriques ou appliquées en traduction. Maintenir des contacts avec le monde professionnel. Traiter des demandes de renseignements. Date d'entrée en fonction: Le 1er juillet 1984. Prière d'envoyer candidature avant le 1er mars à: Roda P. Roberts, Directeur, Ecole de traducteurs et d'interprètes, 5, avenue Hastey, Ottawa (Ontario) K1N 6N5. Conformément aux règlements de l'immigration canadienne, cette annonce s'adresse aux citoyens canadiens et aux immigrants reçus.

VETERINARY MEDICINE

UNIVERSITY OF GUELPH. Veterinary Microbiology and Immunology. The Department of Veterinary Microbiology and Immunology, University of Guelph, is seeking applicants for a faculty position in the area of veterinary bacteriology, to be available July 1, 1984. The duties include supervision of a research laboratory, teaching in the Veterinary Teaching Hospital, assistance with undergraduate teaching in the DVM program, and participation in some aspect of the Department's research program on economically important bacterial diseases of food animals. Applicants should have a DVM degree and/or graduate training in veterinary bacteriology. The salary for this position, which will be at the Assistant Professor level and contractually limited to two years, is negotiable, and the position is subject to final budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Enquiries and applications should be forwarded to Dr. J.B. Derbyshire, Chairman, Department of Veterinary Microbiology

and Immunology, University of Guelph, Guelph, Ontario, N1G 2W1.

UNIVERSITY OF SASKATCHEWAN. WESTERN COLLEGE OF VETERINARY MEDICINE. Department of Herd Medicine and Theriogenology. Faculty position available July 1, 1984 (subject to budgetary confirmation) for an Assistant Professor in Equine Field Practice. Primary duties are clinical teaching and service in the equine field practice. Participation in lectures and laboratories in the clinical teaching program is expected. Development of a clinical research program is encouraged. Qualifications include a D.V.M. or comparable degree and eligibility for licensure in Saskatchewan. Residency or other formal training is required, specially board certification or qualification is highly desirable. Salary commensurate with training and experience. Address inquiries to Dr. C.S. Rhodes, Head, Department of Herd Medicine and Theriogenology, Western College of Veterinary Medicine, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0V0. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF SASKATCHEWAN. WESTERN COLLEGE OF VETERINARY MEDICINE. Department of Anesthesiology, Radiology and Surgery. Small Animal Surgery. Applications are invited from individuals holding the D.V.M. or equivalent degree and having post doctoral training in small animal surgery. Board certification in the specialty of surgery of the American College of Veterinary Surgeons or eligibility for certification is preferred. Responsibilities include lecture and laboratory instruction in small animal surgery, both in the classroom and in the Veterinary Teaching Hospital; the position includes a clinical teaching commitment to the Veterinary Teaching Hospital. The candidate would be required to instruct and interact with graduate students, residents and interns in formal courses and individual study in the areas of interest and competence. The development of a creative and productive research program is a fundamental requirement of the position. The candidate must be eligible to become licensed to practice veterinary medicine in the Province of Saskatchewan. The appointment will be at the Assistant Professor rank with salary negotiable and commensurate with qualifications and experience. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. To apply, please submit a letter of application, curriculum vitae and names of three references by February 28, 1984 to Dr. K.R. Pressnell, Head, Department of Veterinary Anesthesiology, Radiology and Surgery, Western College of Veterinary Medicine, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0V0.

VISUAL ARTS

BROCK UNIVERSITY. Visual Arts. Brock University, Department of Fine Arts (Visual Arts) invites applications for a probationary appointment at the Assistant Professor level. Possible areas of expertise are Foundation Studio, Drawing, Painting, Sculpture, Print Making. Qualifications include an M.F.A. or equivalent and teaching experience at the university level. The salary floor for an Assistant Professor is currently \$24,990. Applications with curriculum vitae and related material should be submitted by February 29, 1984 to Dr. Barry K. Grant, Chairman, Department of Fine Arts, Brock University, St. Catharines, Ontario, L2S 3A1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF REGINA. Department of Visual Arts. Applications are invited for an artist-in-residence (two year term, with possibility of renewal for up to two years) as assistant professor rank, for the period July 1, 1984 to June 30, 1986. The appointment is subject to budgetary approval. Candidates should be professional artists with experience in three dimensions teaching a week to include twelve hours teaching a week. Salary commensurate with qualifications and experience. Applications should be addressed to: Professor R.J.W. Swales, Associate Dean, College of Fine Arts, University of Regina, Regina, Saskatchewan, S4S 0A2. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

FACULTY EXCHANGE CENTRE

THE FACULTY EXCHANGE CENTRE, non-profit, faculty-administered, helps arrange teaching and/or housing exchanges within North America and overseas. For details send self-addressed envelope and two postal coupons to 952 Virginia Avenue, Lancaster, Pennsylvania, U.S.A., 17603.

ACCOMMODATION

LAST YEAR AVAILABLE (84-85). Regency Terrace Flat Rental, Exeter, Devon. Next Univ. Spacious. Three bedrooms. Renovated. Central heating. New appliances. Telephone (416) 923-1806 or write C. Gardner, 338 Carlton St., Toronto, Ont. M5A 2M1.

FOR RENT. One-bedroom sixth floor apartment bordering on Stanley Park Vancouver, with pool and sauna. Available from September 1984 for one year only. Present rent \$388. per month. Plenderleith, Box 3745, Vancouver, B.C. V6B 3Z1.

WANTED — House Ottawa/Hull area from May/July until October/November 1984 (flexible). I offer in exchange my house 20 miles west of Paris France, 3 bedrooms — plus, large garden (1 acre). Contact David Jucks, 128 Fourth Avenue, Ottawa, Tel.: (613) 235-0186 or 011-33-3-975-8464 (France).

NEED A PLACE TO STAY IN MONTREAL? Home sweet home, \$200/month. Futon living. Near downtown. Shared with one person. All facilities. Available Feb. 1. Write P.O. Box 542, Westmont, H3Z 2T6. Non-Smoker.

ACCOMMODATION. Ottawa — Charming, owner-renovated, furnished, 3 bedroom plus study in central heritage neighborhood, 5 appliances. Easy access to University of Ottawa, Carleton University, Walk to National Library and Public Archives, Parliament, downtown shopping and entertainment, and ethnic restaurants in neighborhood. Must be willing to care for 3 cats that come with the house. Available 10 months, Sept. 1, 1984 to June 30, 1985. \$800/mo. plus utilities. Write C. Layng, 537 Gilmour St., Ottawa, K1R 5L5.

LATE ADS

THE ONTARIO INSTITUTE FOR STUDIES IN EDUCATION. The Ontario Institute for Studies in Education invites applications for a senior level tenure-stem position at the rank of Associate or full Professor in the Department of Measurement, Evaluation and Computer Applications (MECA). Applicants should have a strong background and main interest in computer applications in the classroom. Position entails teaching Master's and Doctoral level courses, conducting research and supervising M.A. and Ph.D. students in thesis work, and carrying out field work related to computers in the classroom. Required qualifications are a Ph.D. degree, graduate teaching experience in computer-based instructional/learning environments (such as LOGO and knowledge-based systems), and a record of scholarly research and publications in the areas of computer science and computer applications in education. This position is available July 1, 1984 but applications should be received by March 1, 1984. In accordance with Canadian Immigration requirements, the advertisement is directed to Canadian citizens and permanent residents. Forward applications, including a current curriculum vitae, and the names of three or more referees to: Dr. Michael Fullan, Assistant Director (Academic), The Ontario Institute for Studies in Education, 252 Bloor Street West, Toronto, Ontario, M5S 1A5.

THE ONTARIO INSTITUTE FOR STUDIES IN EDUCATION. Northwestern Field Centre. Applications are invited for a tenure track faculty position at the Northwestern Field Centre, Thunder Bay, Ontario, at a level to be determined by qualifications and experience. The position entails the conduct of research and field development activities with school systems in the Northwestern region. Candidates should possess an earned doctorate in an educational field, have taught graduate level courses in education, have a successful research record, and be familiar with the Ontario educational system. Applicants with research backgrounds in curriculum, evaluation, computers in the classroom, educational administration or any combination of these would be especially welcome. This position is available July 1, 1984 but applications should be received by March 1, 1984.

In accordance with Canadian Immigration requirements, the advertisement is directed to Canadian citizens and permanent residents. Forward applications, including a current curriculum vitae, and the names of three or more referees to: Dr. David Davis, Executive Head, Field Services and Extension, The Ontario Institute for Studies in Education, 252 Bloor Street West, Toronto, Ontario, M5S 1V6.

THE ONTARIO INSTITUTE FOR STUDIES IN EDUCATION. Adult and Higher Education. The Ontario Institute for Studies in Education invites applications for a tenure stream position in Teaching and Adult Learning. This will be a joint appointment between the Departments of Adult Education and Higher Education. Expertise in the following would be an asset: teaching and learning in post-secondary settings, adult development, and educational gerontology. Responsibilities include graduate teaching, field development and consultation, research, and preferably graduate supervision. Qualifications include an appropriate degree, eligibility to be approved for graduate level teaching, and demonstrated contributions to the improvement of teaching and learning through some combination of research, publication, and consultation. This position is available September 1, 1984 but applications should be received by March 30, 1984. In accordance with Canadian Immigration requirements, the advertisement is directed to Canadian citizens and permanent residents. Forward applications, including a current curriculum vitae, and the names of three or more referees to: Dr. Michael Fullan, Assistant Director (Academic), The Ontario Institute for Studies in Education, 252 Bloor Street West, Toronto, Ontario, M5S 1V6.

EMMANUEL COLLEGE. Theology. Innovative Joint Appointment between St. Andrew's United Church Theological and Emmanuel College (Toronto School of Theology) Resource person to work with congregation in developing programs in Christian Education and Outreach as a member of a collegial team. Related adjunct college role with teaching and administrative responsibilities. Subject to confirmation by Emmanuel College Council. Qualifications: at least five to six years of Post Secondary Education including theological studies and proven record of experience in creative and facilitative roles. Salary commensurate with qualifications and experience. Starting date July 1 or September 1, 1984. Applications, including a detailed curriculum vitae should be sent by March 15, 1984 to Prof. John Hastings, c/o St. Andrew's United Church, 117 Bloor Street East, Toronto, Ontario, M4W 1A9.

UNIVERSITY OF SASKATCHEWAN. COLLEGE OF MEDICINE. DEPARTMENT OF PEDIATRICS AND DEPARTMENT OF REHABILITATION MEDICINE. The Departments of Pediatrics and Rehabilitation Medicine are seeking a candidate for a full-time, tenure-track, academic position. Rank: Assistant Professor. Position Available: March 1984 (flexible). Salary: Negotiable. The applicant should: a) have completed training in Pediatrics, Neurology or Rehabilitation Medicine; b) have F.R.C.P.(C) in Pediatrics, Neurology or Physiatry or equivalent. The candidate will have the opportunity to head the section of Pediatric Rehabilitation and be the Medical Director of the Children's Rehabilitation Center (C.R.C.). The Center will be housed in a brand new building currently under construction to be completed October, 1984. Applications should be forwarded to: Dr. M.H.K. Shoket, Professor and Head, Department of Pediatrics, University Hospital, Saskatoon, Saskatchewan, S7N 0X0, or Dr. J. Leszczynski Professor and Head, Department of Rehabilitation Medicine, University Hospital, Saskatoon, Saskatchewan, S7N 0X0. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF OTTAWA. Department of Biochemistry. Research Position in Peptide Synthesis. Basic research directed towards rationalization and improvement of synthetic practices, focusing on chirality considerations. Post-baccalaureate degree and experience in peptide or related synthesis required. Available September. Dr. N.L. Benoit, Department of Biochemistry, University of Ottawa Health Sciences, Ottawa, Ontario, K1H 8M5. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and landed immigrants.

UNIVERSITY OF TORONTO. Department of Geology. Applications are invited for the position of Research Associate for one year, to work in palynostratigraphic and taphonomic studies in connection with ongoing palynological research projects and initiation

of new ones. Applicants should have a Ph.D. in paleopalynology with a detailed knowledge of Mesozoic and Cenozoic spores, pollen and dinoflagellate cysts. Evidence of research excellence and the ability to produce publications are also required. The position will become available May 1, 1984 and the salary will be commensurate with qualifications. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications with curriculum vitae should be sent, before March 31, 1984, to Professor G. Norris, Chairman, Department of Geology, University of Toronto, Toronto, Ontario M5S 1A1.

UNIVERSITY OF WINDSOR. Geography. Two positions, commencing July 1, 1984, one of which is tenure track and the other term with a possibility of renewal. Position One: Assistant Professor in urban economic geography or urban planning. The appointee should have the ability to teach computer modelling and techniques of quantitative spatial analysis. Interest in industrial geography would be an asset. Position Two: Assistant Professor in resource management and environmental assessment. Skills in computer graphics, geographical information systems management and remote sensing are desirable. The Canadian Immigration regulations require that priority be given to Canadian citizens and permanent residents. Applications, curriculum vitae, and letters from three referees should be sent before March 1, 1984, to Dr. Thor Stebelky, Head, Department of Geography, University of Windsor, Windsor, Ontario, Canada, N9B 3P4.

UNIVERSITY OF ALBERTA. Department of Zoology. The Department will make one tenurable appointment at the rank of Assistant Professor (minimum \$29,720 per annum, 1983-84 scale) on July 1, 1984. This appointment is subject to the availability of funds. Applications are requested from candidates with a Ph.D. degree or equivalent, preferably with postdoctoral experience. The Department is interested in an individual with training and research experience in the field of regulation and/or modelling of freshwater fish populations. The successful candidate will be expected to establish a vigorous research program in this field, in addition to sharing in the teaching program in the areas of vertebrate biology, ecology and fisheries management. Interested candidates should send a curriculum vitae, a brief statement of research objectives, a list of publications or reprints, and the names and addresses of three referees to: Dr. R.E. Peter, Acting Chairman, Department of Zoology, University of Alberta, Edmonton, Alberta, T6G 2E9, Canada. The deadline for receiving applications is March 7, 1984. The University of Alberta is an equal opportunity employer but, in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF TORONTO. ERINDALE COLLEGE. Department of Psychology. The Department of Psychology at the University of Toronto is seeking an assistant professor for a three-year contractually-limited appointment at Erindale College, beginning July 1, 1984. We are interested in new or recent Ph.D.s in experimental psychology who are outstanding researchers and who are dedicated to quality teaching. Responsibilities include establishing an active research programme and teaching an experimental design course as well as undergraduate courses in some other areas. Curriculum vitae and three letters of reference should be sent by February 29, 1984 to Professor Carl Carter, Associate Chairman, Department of Psychology, University of Toronto, Erindale Campus, Mississauga, Ontario, L5L 1C6. Salary range is \$25,400-\$43,000. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF ALBERTA. Secondary Education. The department of Secondary Education, Faculty of Education, The University of Alberta is seeking an Instructor for Summer Session 1984, July 9-27, 1984 to teach C.J. 588 Conference Seminar, an advanced graduate level workshop/seminar in advanced curriculum studies for advanced master and doctoral students. It is a three week course extending from July 9 to July 27, 1984, involving an intensive praxiologically oriented workshop seminar given to understand Fraser's framework of critical consciousness, the place of literacy in such understanding, and the centrality of dialogical pedagogy in curriculum studies. Issues emerging from the participants' personal situation will be given emphasis. The appointment will be at the professor level.

Doctoral degree, successful praxiological experience, and successful teaching experience at the advanced graduate level in curriculum studies expected. Salary at the professor level is \$25,400. The University of Alberta is an equal opportunity employer but, in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for accepting applications is February 29, 1984. Applications accompanied by curriculum vitae and relevant scholarly papers should be sent to: Dr. T. Aoki, Chairman, Department of Secondary Education, The University of Alberta, Edmonton, Alberta, T6G 2G5.

UNIVERSITY OF GUELPH, ONTARIO VETERINARY COLLEGE. Department of Pathology. Chairman. Applications and nominations are invited for the above position which will become vacant on July 1, 1984. The Department embraces the disciplines of Anatomic Pathology, Clinical Pathology, and Parasitology. It is also responsible for diseases for poultry, laboratory animals, wildlife, fish, and marine mammals. It has a complement of 17 faculty members, and currently has an enrolment of 1700 graduate students. The Department is responsible for the Diagnostic Pathology service to the Veterinary Teaching Hospital and for a number of co-operative programs in teaching and research at the College and University levels. Candidates should possess the D.V.M., or M.D., or Ph.D. degree or equivalent and have a strong research record. Applicants who are professionally qualified should preferably be board certified. Administrative ability and leadership qualities are essential. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should submit a curriculum vitae, a list of publications, and the names of three referees. Applications will be accepted until March 31, 1984 or until the position is filled, and should be submitted to: Dean, Ontario Veterinary College, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. Position subject to final budgetary approval.

UNIVERSITY OF ALBERTA. ATKINSON COLLEGE. Social Science. The Department of Social Science invites applications for a tenure stream appointment in the area of Women's Studies. Atkinson College is the Faculty of Social Science which offers undergraduate degree programmes to participating students, with most classes being held in the evening. Applicants will also be expected to teach in the graduate programme in Social and Political Thought. Qualifications and experience required include: research and/or publications in women's studies — ability to teach and publish in feminist theory and empirical areas — Ph.D. or equivalent — candidates from a wide variety of disciplines invited to apply, but an interdisciplinary perspective is sought by the Department. The appointment will be at the Assistant or Associate Professor level, and salary will be commensurate with qualifications and experience. Applications and the names of three referees should be forwarded to: Professor George Martell, Chairperson, Department of Social Science, Atkinson College, York University, 4700 Keele Street, Downsview, Ontario, M3J 2R7. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Deadline for applications is March 15, 1984.

UNIVERSITY OF REGINA. LUTHER COLLEGE. Biology. Luther College, a federated college of the University of Regina, and member of the A.U.C.C., invites applications for a position (tenure track) in Biology, commencing July 1, 1984. Concentration area: Human Ecology. Qualifications: Ph.D. or equivalent preferred. Primary assignment: teaching undergraduates in introductory classes as well as in concentration area. Other general duties in accordance with College goals. On-going research. Salary according to scale, commensurate with qualifications and experience: 1983 floor for Lecturer \$21,623; for Assistant Professor \$25,294; for Associate Professor \$33,197. Apply, including curriculum vitae and the names of three referees, to: Dr. Ronald E. Miller, Academic Vice-Chancellor, University of Regina, Regina, Saskatchewan, Canada, S4S 0A2. Closing date for receipt of applications: date position is filled. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. For information, the special mandate given a federated college by the University of Regina is to provide a small college atmosphere within the larger University and to assist the University in its task of reflecting on values.

UNIVERSITY OF REGINA. CAMPION COLLEGE. Department of Religious Studies. Applications are invited for the position of Assistant Professor in Religious Studies. The qualifications require: Ph.D. or equivalent academic qualifications. Area of specialization must be contemporary Roman Catholic theology, with a strong interest in historical theology; but candidates must also be able to teach the introductory course in religious studies which deals with the great world religions and the principal themes of religion. Starting date of appointment: July 1, 1984. Salary: Assistant Professor, Floor \$26,873.00, Ceiling \$38,978.00. Closing date for applications: when position is filled. Canadian Immigration regulations now require the College to invite and assess applications from Canadian citizens and permanent residents of Canada before inviting and assessing applications from other persons. Applications including curriculum vitae, special interests and names of referees should be forwarded to: Professor Isidore H. Gorski, Campion College, University of Regina, Regina, Saskatchewan, S4S 0A2.

MOUNT ALLISON UNIVERSITY. Chemistry. Applications are invited for a term appointment at the Assistant Professor rank. The initial appointment would be for one year with the possibility for renewal for a second year. Applicants should have a Ph.D. degree, post-doctoral experience and a background in inorganic/analytical chemistry. Teaching responsibilities will be in introductory chemistry and one other area suited to the applicant's background. University Research, especially that involving undergraduate honours students, is strongly encouraged. Salary range will be \$23,000 plus. Applications with complete vitae and the names of three referees should be sent to: Dr. K.A.H. Adams, Head, Department of Chemistry, Mount Allison University, Sackville New Brunswick, E0A 3C0. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF VICTORIA. Anthropology. The Department of Anthropology has a potential opening for a seasonal lecturer for the 1984-85 academic year. Applicants are expected to hold a Ph.D. in cultural anthropology. Teaching duties will involve introductory cultural and social anthropology and some courses relevant to the successful candidate's speciality. While the area of specialization is open, some preference will be given to candidates prepared to teach at least one of the South American Ethnology, Political Anthropology, Anthropology of Religion, or folklore. This position is subject to budgetary approval and may involve a one term (4 month) and/or a two term (8 month) appointment. The University of Victoria offers equal employment opportunities to qualified male and female applicants. Canadian Immigration regulations require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. A curriculum vitae, the names of three referees and a summary of teaching experience should be sent to: Chairman, Department of Anthropology, University of Victoria, Victoria, B.C., V8W 2Y2.

THE UNIVERSITY OF WESTERN ONTARIO. Faculty of Physical Education. Faculty Appointment (Tenure Track). Position: Instructor or Assistant Professor in Physical Education (with an opportunity for joint appointment with Health Services and/or The Department of Physical Therapy). Appointment: Effective July 1, 1984. Salary Range: Commensurate with qualifications and experience. Qualifications: 1. A Ph.D. in Physical Education, Physical Therapy or related field. 2. Capability to teach introductory and advanced courses in Sports Therapy and/or Athletic Injuries and to supervise athletic therapy practica. 3. Qualified to assist with athletic therapy consultation in a well-established clinic. 4. Applicant will be expected to carry out individual and collaborative research. 5. Ability to contribute to additional teaching areas within the discipline will be considered an asset. Direct application to: Dr. A.W. Taylor, Dean, Faculty of Physical Education, University of Western Ontario, London, Canada N6A 3K7. The University of Western Ontario is an equal opportunity institution but first consideration will be given to applicants who are legally eligible to work in Canada.

BRANDON UNIVERSITY. School of Music/Faculty of Education. Applications are invited for a one year replacement position in elementary music education of Western Ontario with the possibility of a continuing appointment in 1985, subject to funding. Duties to include undergraduate and graduate courses in elementary techniques and methods:

supervision of student teachers. Thesis advising and supervision. The successful candidate will be conversant in a broad range of elementary techniques and methods and their philosophical rationales. Additional areas of expertise from among early childhood music education, general music, music education research, special expertise in Kodály/orff an advantage. Public school experience and doctorate preferred. Rank and salary commensurate with qualifications. Closing Date: March 31, 1984. Interested candidates should send a letter of application, curriculum vitae and three letters of reference (to be sent directly by referees) to: Prof. G.C. MacPherson, Director, School of Music, Brandon University, Brandon, Manitoba, R7A 6A9. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF ALBERTA. Faculté Saint-Jean. Français. La Faculté Saint-Jean sollicite des candidatures au poste de professeur adjoint en Éducation, Département de l'Enseignement Supérieur et de la Recherche. Spécialisation: Préférer: Linguistique appliquée. Responsabilités: Enseignement du français au 1er cycle à tous les niveaux. Traitement: Varie de \$29,720 à \$31,920 (échelle de \$2-83) en fonction des titres et de l'expérience. Date d'entrée en vigueur: 1er juillet 1984. Date limite de réception des demandes: 31 mars 1984. Envoyer curriculum vitae et noms de trois répondants à: G. Morcos, doyen, Faculté Saint-Jean, Université de l'Alberta, 8406-91 Street, Edmonton, Alberta T6C 4G9. L'Université de l'Alberta a une politique d'égalité en matière d'emploi. Selon les règlements de l'immigration canadienne, ce poste est offert aux citoyens canadiens et aux résidents permanents. (Poste soumis aux autorisations budgétaires).

THE UNIVERSITY OF ALBERTA. Faculté Saint-Jean. Education. La Faculté Saint-Jean sollicite des candidatures au poste de professeur agrégé pour les programmes de Baccalauréat en Éducation et de Diplôme supérieur en Éducation. Exigences: Doctorat en Éducation. Expérience dans l'enseignement scolaire et universitaire. Spécialisations préférées: L'une ou plusieurs parmi les suivantes: Français à l'élémentaire, Sciences générales au secondaire, Mathématiques et Informatique au secondaire. Responsabilités: Enseignement en langue française au 1er cycle et encadrement de stagiaires, élaboration du diplôme supérieur et enseignement au 2e cycle. Traitement: En fonction des titres et de l'expérience. Salaire minimum \$37,420 (échelle de \$2-83). Date d'entrée en vigueur: 1er juillet 1984. Date limite de réception des demandes: 31 mars 1984. Envoyer curriculum vitae et noms de trois répondants à: G. Morcos, doyen, Faculté Saint-Jean, Université de l'Alberta, 8406-91 Street, Edmonton, Alberta, T6C 4G9. L'Université de l'Alberta a une politique d'égalité en matière d'emploi. Selon les règlements de l'immigration canadienne, ce poste est offert aux citoyens canadiens et aux résidents permanents.

THE UNIVERSITY OF ALBERTA. Faculté Saint-Jean. Géographie. La Faculté Saint-Jean sollicite des candidatures au poste de professeur adjoint en géographie. Exigences: Ph.D. Expérience dans l'enseignement supérieur et de la recherche. Une connaissance de la langue française est essentielle. Responsabilités: Enseignement au 1er cycle de la géographie humaine et physique et de la géologie. Traitement: Varie de \$29,720 à \$31,920 (échelle de \$2-83) en fonction des titres et de l'expérience. Date d'entrée en vigueur: 1er juillet 1984. Date limite de réception des demandes: 31 mars 1984. Envoyer curriculum vitae et noms de trois répondants à: G. Morcos, doyen, Faculté Saint-Jean, Université de l'Alberta, 8406-91 Street, Edmonton, Alberta, T6C 4G9. L'Université de l'Alberta a une politique d'égalité en matière d'emploi. Selon les règlements de l'immigration canadienne, ce poste est offert aux citoyens canadiens et aux résidents permanents. (Poste soumis aux autorisations budgétaires).

MOUNT SAINT VINCENT UNIVERSITY. Biology. The Department of Biology, Mount Saint Vincent University, invites applications for a full-time position at the rank of Assistant Professor beginning July 1, 1984. Applicants should have a Ph.D. and be prepared to teach invertebrate zoology and introductory biology. Applicants must have a commitment to research. This position is subject to budgetary approval. Send curriculum vitae and the names of three referees to: Dean of Humanities and Sciences, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J6. In accordance with Canadian Employment and Immigration policy, consideration

in the first instance will be given only to Canadian citizens and permanent residents. **MOUNT SAINT VINCENT UNIVERSITY.** Mathematics. The Department of Mathematics, Mount Saint Vincent University, invites applications for one or more full-time positions at the Assistant Professor level beginning July 1, 1984. A Ph.D. in Mathematics or a related field is required as well as potential for excellence in teaching and research. All research specializations of interest. Responsibilities include research and teaching undergraduate level courses in Pure and Applied Mathematics, Computer Science, Statistics and/or Physics. Salary will be commensurate with qualifications and experience. This position is subject to budgetary approval. Send curriculum vitae and names of three referees to: Dean of Humanities and Sciences, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J6. In accordance with Canadian Employment and Immigration policy, consideration in the first instance will be given only to Canadian citizens and permanent residents.

UNIVERSITÉ DE MONTREAL. Pharmacology. The Department of Pharmacology at the Université de Montréal is looking for a qualified researcher in Neuropharmacology. The position is at a level equivalent to Assistant Professor and salary would have to come from sources outside the University (such as Scholarships, etc.). Applicants should have Ph.D. in Pharmacology or its equivalent, and their current research interests should be in Biochemical Neuropharmacology. Deadline for application is April 1st, 1984. Send curriculum vitae and references to: Dr. Michel G. Côté, Director, Department of Pharmacology, Faculty of Medicine, Université de Montréal, C.P. 6128, Succursale "A", Montréal (Québec) H3A 2B4.

MCGILL UNIVERSITY. Electrical Engineering. The Department of Electrical Engineering has an opening for a tenure track Assistant Professor position in computer or communication systems hardware and software, VLSI and robotics. Several soft-money, limited-term positions are also available. The department has a strong graduate program in several areas. Very good computer facilities are available for research. There is the opportunity to interact with leading workers in the field and to have industrial contacts. Candidates must have an earned Ph.D. and must have a strong interest in teaching and research. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens or permanent residents. Letters of application, to include curriculum vitae and names of three referees, should be sent to: Chairman, Department of Electrical Engineering, McGill University, 3480 University Street, Montreal, Quebec, H3A 2A7.

UNIVERSITY OF ALBERTA. Education. The Department of Secondary Education, Faculty of Education, University of Alberta, is seeking an instructor for Summer Session 1984 to teach Ed. C.1. 696 an advanced graduate level course in Curriculum Theory primarily for advanced masters and doctoral students. The content of the course will include the following: a) theoretical approaches to curriculum research, gender theory and curriculum, and critical hermeneutic approach to curriculum grounded in a theory of language. Salary: Summer Session stipend at Professor (\$5,078) or Associate Professor (\$4,878) level. The University of Alberta is an equal opportunity employer. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for accepting applications is Feb. 29, 1984. Applications accompanied by curriculum vitae and relevant scholarly publications should be sent to: Dr. Ted Aoki, Chairman, Department of Secondary Education, The University of Alberta, Edmonton, Alberta, T6G 2G5.

McMASTER UNIVERSITY. Music. Applications are invited for an 8 or 12 month leave replacement position. Teaching duties consist of (1) Two survey courses in music history, a) Medieval-Renaissance-Baroque; b) Classical-Romantic; (2) Introductory Analysis; (3) Advanced analysis; (4) Research methods and bibliography; or upper level history seminar. A doctoral degree is preferred. The rank is open. Salary is negotiable, subject to budgetary constraints. The appointment date is effective July 1 or September 1, 1984. Applications will be accepted until the position is filled. Please send curriculum vitae, and ask three referees to write on your behalf to: Dr. F.A. Hall, Chairman, Department of Music, McMaster University, Hamilton, Ontario, L8S 4M2. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF MANITOBA. Physics. A Post-doctoral position is available for research in experimental nuclear physics at the University of Manitoba Cyclotron Laboratory. The successful candidate will have recent experience in low energy or intermediate energy nuclear physics and will be expected to participate in experimental research programs using the 20-50 MeV negative ion cyclotron. Beams of protons, deuterons and neutrons are available. Current research programs emphasize charge exchange giant resonances in (n,p) reactions, proton induced fission of light elements and studies of nuclear polarization in direct reactions. This appointment can be renewed annually (subject to the usual budgetary confirmation) up to a maximum period of three years. Salary will depend on experience with a minimum of \$19,000 per annum. Send curriculum vitae, list of publications and names of three referees to: Dr. W.R. Falk or Dr. N.E. Davison, Department of Physics, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2.

DALHOUSIE UNIVERSITY. Classics. The Department of Classics invites applications for a probationary tenure-track position at the rank of Assistant Professor commencing July 1, 1984. Applicants must hold or be close to completion of, a doctoral degree. The appointee will teach in the area of Greek language and literature, and/or Ancient Philosophy. He or she will also be expected to teach introductory classes in classical culture. The letter of application, accompanied by a curriculum vitae, and the names of three referees, should be sent to: Dr. R. Friedrich, Chairperson, Department of Classics, Dalhousie University, Halifax, N.S., B3H 3J5, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie has a policy of affirmative action with respect to employment of women.

UNIVERSITY OF BRITISH COLUMBIA. Fine Arts. The Fine Arts Department, University of B.C., is seeking a visiting instructor in art history to Summer Session (July 1 to August 1984) to teach either Art of the Italian Renaissance from Giotto to Michelangelo or Directions in 20th Century Art (both 3rd Year undergraduate level courses). Ph.D. and teaching experience required. Salary: \$3,600 for lecturers and Asst. Professors, \$4,200 for Assoc. and full Professors, plus travel expenses. Apply before 1 March to: Dr. James O. Caswell, Head, Dept. of Fine Arts, University of B.C., 6333 Memorial Rd., Vancouver, B.C. V6T 1W5. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY. Biology. Post-doctoral or Research Associate position available immediately for studies of insect neuroendocrinology and circadian rhythms. Background in insect neurobiology, endocrinology and rhythms. Anticipated appointment duration two years, renewable annually. Salary commensurate with experience, minimum \$17,600 p.a. Applicants who received a Ph.D. within the past three years preferred. Send Curriculum vitae and names of three referees to: Dr. C.G.H. Steel, Department of Biology, York University, Downsview, Ontario, M3J 1P3. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF REGINA. English. Applications are invited for the position of visiting scholar in residence. This is a half-time twelve month appointment at the assistant professor level, effective July 1, 1984. Candidates must have a Ph.D. and university teaching experience. The successful candidate will teach one class each semester. The teaching assignments will be related to his or her current research project. Please send complete curriculum vitae and the names of three referees to: Dean R.R. Robinson, Faculty of Arts, University of Regina, Regina, Saskatchewan, S4S 0A2. Closing date is March 15, 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF REGINA. English. Applications are invited for two full time twelve month appointments, at the assistant professor level, effective July 1, 1984. Both appointments are subject to budgetary approval. Applicants should have a Ph.D., university teaching experience and scholarly publications. The successful appointee will have a primary interest in advanced composition and secondary interest in an area such as critical theory, women's studies, folklore or popular culture. Please send a complete curriculum vitae and the names of three

referees to: Dean R.R. Robinson, Faculty of Arts, University of Regina, Regina, Saskatchewan, S4S 0A2. Closing date is March 15, 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WINNIPEG. Statistics. The Department of Mathematics and Statistics invites applications for a tenure track position in Statistics effective September 1, 1984. Since the Department also offers a major in Business Computing preference will be given to candidates having a strong background in (business) computing. Ph.D. or equivalent, and experience in teaching are required. Duties include pursuing research in the appointee's area of expertise, and teaching three courses at the undergraduate level. Salary is commensurate with rank and experience. A curriculum vitae should be forwarded to: Dr. L.M. Batten, Chair, Department of Mathematics and Statistics, University of Winnipeg, 155 Portage Avenue, Winnipeg, Manitoba, Canada R3B 2E9. In addition, three referees should be sent to forward letters directly to the above address. Closing date for applications is March 31, 1984. The position is subject to budgetary constraints. Preference will be given to Canadian citizens and landed immigrants.

UNIVERSITY OF NEW BRUNSWICK. Faculty of Nursing. Applications are invited for positions available July 1, 1984 for classroom and clinical teaching in mental health/psychiatric nursing, medical-surgical nursing, community health nursing, and adult education. Doctoral degree preferred. Consideration will be given Master's degree in Nursing with appropriate clinical experience. Salaries will be commensurate with preparation and experience. Write: J. McWhirter, Dean, Faculty of Nursing, University of New Brunswick, P.O. Box 4400, Fredericton, N.B., E3B 5A3.

UNIVERSITY OF TORONTO. SCARBOROUGH CAMPUS. Plant Biology. A limited term appointment (2 years with possible extension) will be made, effective July 1, 1984, at the Assistant Professor level. Applications are invited from biologists with a completed Ph.D. and research expertise in any of: Cell Biology; Taxonomy and Evolution; Biochemistry. The successful candidate will be required to pursue research and to teach in the undergraduate programme. Canadian Immigration regulations require the University to assess applications from Canadian citizens and permanent residents of Canada before considering foreign applicants. Applications should consist of a Curriculum Vitae, the names and addresses of three referees, and copies of graduation certificates, submitted before March 31, 1984, to: Dr. Joan Grusec, Chairman, Life Sciences Division, Scarborough Campus, University of Toronto, 1265 Military Trail, Scarborough, Ontario, Canada, M1C 1A4.

MOUNT ALLISON UNIVERSITY. Economics. The Department of Economics, Mount Allison University, invites applications for one or possibly two positions commencing July 1, 1984. Mount Allison is a small undergraduate institution with an excellent reputation in undergraduate studies within the liberal arts tradition. One position would be tenurable and would carry with it the possibility of a leadership role. Candidates should hold the Ph.D. degree or equivalent with a good record in teaching and research. The fields desired are Econometrics, Mathematical Economics (Advanced Economic Theory) and one of the following: Public Finance, Canadian Economic History, Money and Banking, Canadian Economy. Salary and rank are negotiable in accordance with qualifications and experience. The second position is for a possible leave replacement. This would be a one year term appointment. Applicants for this position should have a Doctorate or near completion. The fields desired, depending upon how the first position is filled, are two from among: Industrial Relations, Development of Economic Thought, Industrial Organization, Money and Banking, Canadian Economic History. Salary and rank are negotiable in accordance with qualifications and experience. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should indicate which of the two position they are seeking and submit their full curriculum vitae along with the names of three referees to: Professor George J. De Benedetto, Acting Head, Department of Economics, Mount Allison University, Sackville N.B. E0A 3C0, by February 29, 1984.

MOUNT ALLISON UNIVERSITY. Classics. The Department of Classics at Mount Allison University invites applications for possible

vacancy rank of lecturer or assistant professor, for the academic year 1984/85. Candidates should be prepared to teach a general course in classical civilization, introductory or second year Latin, Greek art. Applicants should send a curriculum vitae to Dr. G.W.J. Eliot, Head, Dept. of Classics, Mount Allison University, Sackville, N.B., E0A 3C0, by February 29, 1984, and invite three referees to write him directly on their behalf. Ph.D. is preferred. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF ALBERTA. Health-Science Editor. To provide editorial assistance and instruction to the faculties of Medicine and Pharmacy and Pharmaceutical Sciences. Requirement: Experience in editing health-science research papers, articles, abstract and grant applications. The successful applicant would be expected to develop a medical publications program within an established biomedical communications unit. Salary Range: \$29,000 to \$35,000, depending on experience. This is a full-time temporary position. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and landed immigrants. Apply with curriculum vitae and names of three referees to: Dr. H.T.G. Williams, Chairman of the Editorial Services Advisory Committee to the Faculty of Medicine, University of Alberta, 11-105C Clinical Sciences Building, Edmonton, Alberta, T6G 2G3. Closing date for receipt of applications is April 30, 1984.

UNIVERSITY OF GUELPH, ONTARIO VETERINARY COLLEGE. Department of Veterinary Microbiology and Immunology. Chairman. Applications and nominations are invited for the above position which will become vacant on July 1, 1984. The Department embraces the disciplines of Veterinary Microbiology, Immunology, Epidemiology, and Public Health. Candidates should possess the D.V.M. degree or equivalent and advanced training to the Ph.D. level in one of the above disciplines. The ability to administer and lead a dynamic department is essential. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should submit a curriculum vitae, a list of their publications, and the names of three referees. Applications will be accepted until March 15, 1984 or until the position is filled, and should be submitted to: Dean, Ontario Veterinary College, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. Position subject to final budgetary approval.

UNIVERSITY OF MANITOBA. Accounting. Rank open. Doctorate in hand or near completion. Undergraduate teaching in one or more of the following areas: financial accounting, managerial accounting, information systems and auditing. Salary is fully competitive and will depend on qualifications and experience. The appointment will be effective July 1, 1984. Please contact Dr. J.L. Gray, Chairman, Search Committee, Faculty of Administrative Studies, The University of Manitoba, Winnipeg, Manitoba, R3T 2N2. The University encourages applications from women and men, and especially from Canadian citizens, permanent residents and others eligible for employment in Canada at the time of application.

UNIVERSITY OF MANITOBA. Finance. Rank open. Ph.D. in hand or dissertation near completion. Undergraduate and M.B.A. teaching and research in the Finance area. Salary is fully competitive and will depend on qualifications and experience. The appointment will be effective July 1, 1984. Please contact Dr. J.L. Gray, Chairman, Search Committee, Faculty of Administrative Studies, The University of Manitoba, Winnipeg, Manitoba, R3T 2N2. The University encourages applications from women and men, and especially from Canadian citizens, permanent residents and others eligible for employment in Canada at the time of application.

MCGILL UNIVERSITY. Department of Plant Science. Applications are invited for two tenure track positions at Assistant Professor level. Position 1: Plant pathologists/molecular biologist. Position involves teaching an undergraduate course in plant physiology, plus one other course in plant pathology of botany and, at the graduate level, a course and research in area of expertise. Ph.D. required, with a background in molecular biology of plant pathogens/host pathogen relations. Applications with C.V. and three referees to Dr. J.F. Peterson, Search Committee, Department of Plant Science, Macdonald College, 2111 Lakeshore Road, Ste-Anne-de-Bellevue,

Quebec, H9X 1C0. Position 2: Plant pathologist with strong background in quantitative biology. Position involves teaching two undergraduate courses, one in crop disease and the other in nematology, and, at the graduate level, developing a course and research in epidemiology. The incumbent will be expected to pursue research in crop disease modelling. Ph.D. required. Applications with C.V. and three referees to Dr. H.R. Klinck, Search Committee, Department of Plant Science, Macdonald College, 2111 Lakeshore Road, Ste-Anne-de-Bellevue, Quebec, H9X 1C0. Closing date for applications for both positions, 15 March or as soon as position is filled. Starting date 1 September 1984. Starting salary \$29,500 in accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF ALBERTA. Department of Zoology. The Department of Zoology, University of Alberta invites applications from individuals who would qualify for support as Research Scholar at the rank of non-tenured Assistant Professor (1983-84 salary \$20,720 to \$41,820/annum) or non-tenured Associate Professor (1983-84 salary \$37,420 to \$53,658). The Department is interested in an individual with training and research experience in the field of vertebrate development, neurobiology, at the cell or molecular level. Applicants should minimally have a Ph.D. degree or equivalent and postdoctoral experience, and must be highly qualified investigators capable of a vigorous independent biomedical research program. This position will be long-term and will be funded by an external agency such as the Alberta Heritage Foundation for Medical Research but the incumbent will enjoy the privileges of the University academic rank at which the appointment is made. Scholars normally receive extensive support to initiate a research program. Applicants should forward their curriculum vitae with names of three referees and selected reprints to: Dr. R.E. Peter, Acting Chairman, Department of Zoology, University of Alberta, Edmonton, Alberta, T6G 2E9, Canada by March 7, 1984. The University is an equal opportunity employer, but in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF ALBERTA. Department of Zoology. Applications are invited for an NSERC University Research Fellowship position. Applicants should have a Ph.D. degree or equivalent, preferably with postdoctoral experience. The Department is interested in an individual with training and research experience in the field of population biology, specifically aspects of regulation and/or modelling of boreal vertebrate populations. Position will involve some teaching responsibilities appropriate for the specialization of the appointee. Salary commensurate with experience, equivalent to Assistant Professor level, 1983-84 base, \$29,720. Submit complete curriculum vitae with names of three referees and reprints by March 7, 1984 for consideration in the November 1984 NSERC competition. Dr. R.E. Peter, Acting Chairman, Department of Zoology, University of Alberta, Edmonton, Alberta, T6G 2E9, Canada. The University is an equal opportunity employer but, in accordance with Canadian Immigration and NSERC requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY COLLEGE OF CAPE BRETON. Engineering. The Division of Engineering invites applications for a tenure track faculty position at the assistant professor level in the area of engineering. The successful candidate will be expected to teach at the undergraduate level in several of the following areas: Statics, Dynamics, Fluid Mechanics, Mechanics of Materials, Computer Programming, Graphics, Electrical Circuits. Research activities, jointly or individually are encouraged. Industrial work experience is an asset. Candidates should possess a Masters or higher degree, preferably in Civil or Mechanical, with the P.Eng. status or the ability to acquire this during the first two years after the appointment. Salary and rank will be commensurate with qualifications and experience. The position is to be filled by July 1, 1984 and applications will be accepted until June 13, 1984. A detailed curriculum vitae and names of three referees should be forwarded to: Professor L.L. Polegato, P. Eng., Director of Engineering, University College of Cape Breton, P.O. Box 5300, Sydney, N.S. B1P 6L2. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF BRITISH COLUMBIA.

Biochemistry. Research Associate. A career opportunity is available in the field of regulation of Phosphatidylcholine biosynthesis. The successful applicant must have a Ph.D. at least two years of postdoctoral work and experience in the purification of membrane-bound enzymes. Salary will be in the range of \$21,000 — \$25,000, plus fringe benefits. Deadline for application is March 1, 1984. Submit Curriculum Vitae, list of publications and the names of 3 referees to: Dr. Dennis Vance, Department of Biochemistry, University of British Columbia, Vancouver, B.C. V6T 1W5, Canada. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

DALHOUSIE UNIVERSITY. Department of Psychology. Research Associate position in physiological ethology beginning July 1984 available for two years with the possibility of renewal. The successful applicant should possess a Ph.D. and research experience dealing with interactions between motivational and sensorimotor integrative systems in the control of vertebrate maintenance activities. The project concerns the role of the neostriatum in co-ordinating natural sequences of behaviour (e.g., grooming, ingestion). Familiarity with formal techniques of behavioural pattern measurement and related statistical analyses is essential. Salary approximately \$20,000. In accordance with

Canadian Immigration requirements, this offer is directed to Canadian citizens and permanent residents of Canada. Interested applicants should send resumes and three letters of reference by March 15, 1984, to Dr. J.C. Fentress, Department of Psychology, Dalhousie University, Halifax, Nova Scotia, B3H 4J1, Canada.

QUEEN'S UNIVERSITY. French. The Department of French, Queen's University, invites applications for a 3-year, renewable position at the assistant professor level for a specialist with a doctorate in linguistics and interested in language teaching. The successful candidate will have a demonstrable interest in research in his/her area of specialization and be able to show evidence of competence in the teaching of French to anglophones and in the study of Québécois and/or Ontario French. Salary: assistant professor floor (1983-84 \$24,250). Effective date of appointment: September 1, 1984. Female and male candidates are equally encouraged to apply. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Applications with names and addresses of three referees to be sent to: Marie E. Surridge, Head, Department of French, Queen's University, Kingston, Ont., K7L 3N6. Closing date for applications: March 2, 1984.



McGill University

DEAN

Faculty of Engineering

Nominations and applications are invited for the position of Dean of the Faculty of Engineering at McGill University. The appointment, effective June 1, 1984, is normally for a five-year term and may be renewed.

The Dean is responsible to the Vice-Principal (Academic) for the supervision and administration of the programs, budgets, and all activities of the Faculty. Appropriate scholarly and administrative experience is required; facility in French is desirable.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Nominations and applications should be accompanied by a detailed curriculum vitae and the names of three referees, and submitted by February 28, 1984 to:

David L. Johnston
Principal and Vice-Chancellor
McGill University
845 Sherbrooke Street West
Montreal, Quebec
H3A 2T4

UNIVERSITE DE MONCTON

L'Université sollicite des candidatures au

POSTE DE CHERCHEUR/ASSOCIE(E) DE RECHERCHE (ALIMENTATION)

L'Ecole de nutrition et d'études familiales est à la recherche d'un(e) chercheur/associé(e) de recherche en technologie alimentaire.

FONCTIONS: En plus des responsabilités de planification et d'exécution de recherche, la charge de travail pourra comprendre de l'enseignement d'un ou deux cours en science des aliments au programme de 1er cycle.

QUALIFICATIONS: Un doctorat en technologie alimentaire ou l'équivalent ainsi qu'une expérience en recherche et en enseignement et/ou une expérience professionnelle en milieu industriel sont requis pour l'obtention d'un tel poste. La préférence sera accordée aux candidats(es) ayant un intérêt de recherche dans les aliments extrudés et les produits de mer et ayant déjà publié dans ces domaines.

Une bonne connaissance du français parlé et écrit ainsi que de l'anglais est essentielle.

La date d'entrée en fonction est le 1er mai au plus tard. Les candidats(es) sont priés(es) de faire parvenir leur curriculum vitae, une liste de leurs publications et le nom de trois (3) répondants aussitôt que possible à:

Marielle Préfontaine, directeur
Ecole de nutrition et d'études familiales
Université de Moncton
Moncton, Nouveau-Brunswick
E1A 3E9

(Conformément aux exigences relatives à l'immigration au Canada, ce poste est offert aux citoyens canadiens et aux résidents permanents seulement).

B.C. to slash — p. 1

Education told the *Canadian Press* in January that students could easily end up with debts of \$25,000 for their university education. He said: "If you're bright and willing to take a lot of financial wounds, you can go to university. But how many people would be willing to assume a debt load of \$25,000? People are going to be mortgaging their life away for what used to be a social right."

The Canadian Bureau for International Education noted in December that adoption of the UBC budget proposals, which include a large boost in tuition fees, would "among other harmful effects...increase doubts about Canada's sincerity in those Pacific Rim countries where we are making considerable efforts to increase trade ties."

On December 6, Dr. Pederson told the joint faculties to expect a 6 percent reduction in university budgets for the next year. This would produce a shortfall of about \$18 million. As a consequence, he said, he was recommending an increase of 30 percent in student fees over the next three years. He also suggested a variety of ways in which expenditures could be reduced:

- consolidation of comparable activities present in more than one administrative or academic unit;
- voluntary early retirements;
- layoffs of individual employees;
- selective reductions or elimination of academic and support units;
- cost redistribution, e.g. place more staff on grant and contract support;
- re-examination of fixed cost assumptions, e.g. utilities, staff benefits.

The Vancouver Province Editorial

Set clear policy for universities

The Bennett government's restraint program is forcing such fundamental changes in university life in B.C. that we need a new policy statement from Victoria on just where it expects higher learning to go.

The proposed doubling of tuition fees over the next three years at the University of B.C. will probably force many students to drop out and other young people to forget about university. This would be tragic for the individuals and a loss to the community as a whole.

Is it the government's intention to make university education more elitist by reducing opportunities for all but the brightest or the well-heeled? Should all qualified people have a right to higher education? If not, who does? Should it be just the top 12 percent academically gifted?

Because only government is accountable to taxpayers, parents and students for education policy. The universities aren't.

UBC has a good case for raising fees to cover 20 per cent of its operating costs. Its fees, among the lowest in Canada, now cover

only 11 per cent.

To help qualified students who might not otherwise enrol, UBC staff propose that the university should double the current \$4 million a year it contributes to student aid.

But the university should use its money to fund educational programs, not to bankroll individual students. Student grants and loans are a government responsibility, a part of overall education and social policy.

The entire community as well as the graduates themselves derive a benefit from university education. Higher fees may be necessary but the community has a duty to pay the largest share. It should therefore be ready to say exactly what obligations it expects the university to fulfill.

There may be funding alternatives — such as long-term repayment of student loans by graduates — but these can't be considered properly until Victoria produces a comprehensive statement of government policy. Without that statement we will simply move from one funding crisis to another.

Dr. Pederson indicated that he was prepared to work with the faculty associations on early retirement and buy-out schemes. (At the request of the three B.C. faculty associations, CAUT staff have prepared a report on buy-out schemes and have assisted in the crea-

tion of a common front of faculty and administration to negotiate on this matter with the government.) He also stated that some level of retrenchment must be anticipated but would not say how many tenure track positions would be eliminated.

Similar announcements were made at the University of Victoria and at Simon Fraser University. At Victoria, University President Howard Petch announced a 25 percent increase in student fees for 1984-85. Dr. Petch said that this would probably mean the elimination of most of the university's programmes in the interior of British Columbia and the trimming of programmes on campus. It might mean also the end of the Health Information Sciences programme.

"We are rapidly reaching the stage," he said, "where it is becoming difficult to maintain the central values of this university." In January, he told the *Canadian Press* that already the Chemistry Department, for example, had reduced the number of experiments permitted for each student; and there were fewer written assignments in English because the classes had become so unmanageably large that marking was impossible.

The problems the universities are now facing are a direct result of the B.C. budget. They are compounded by the Public Sector Restraint Act passed by the B.C. legislature this fall. The contract settlements in November in effect removed civil servants and school teachers from the jurisdiction of that Act and created special arrangements for these groups. However, university teachers remain at this time under the Act, which allows sweeping and undefined powers to the presidents, boards of governors and the government to enact lay-offs of faculty and support staff.

Dr. Savage is Executive Secretary of the CAUT.

Ont. storm brews — p. 1

government, which imposed the "6 and 5" restraint factor on transfer payments to the provinces for postsecondary education last year.

In its January 10 release approved by presidents of 21 faculty associations and representatives of the CAUT in a private emergency meeting, OCUFA slams the commission's terms of reference for their violation of "basic ideas on which the modern university is founded."

"In a democratic society the university must function as social critic and as a social resource, with all parts of society having open access to the universities," Dr. Jones says.

Dr. Jones also expresses concern over the potential loss of university autonomy in the Stephenson blueprint and the fact that diversity and competition in the system would be reduced.

"The idea of diversity and competition in ideas and in programs is central to a system of universities and ensures that the striving for excellence in teaching and the testing of research in a community of scholars can take place."

Dr. Jones says that the imposition of a commission to implement this blueprint is a repudiation of the open and democratic relationship between university and government, and cannot be justified.

"It is irresponsible for Dr. Stephenson to impose a secretive commission which undermines the responsibilities of those entrusted with the vital role of

university teaching and research. The government itself has engendered this crisis. For the Minister to proclaim that the commission and its mandate is a solution is ridiculous."

The opposition parties in the Ontario legislature have joined with faculty in condemning the Stephenson plan. Liberal education critic James Bradley and New Democratic Party education critic Richard Allen said the government is avoiding the issue of its lack of adequate financing.

The university system is not overgrown, as the government claims, Mr. Allen said. In a press release, Mr. Allen called on the government to raise university funding to "national standards rather than allowing Ontario's universities to continue to suffer the lowest level of support in Canada".

"That would provide a better guarantee of educational excellence than all of the Minister's fine words on 'university rationalization'," he said.

OCUFA says that the call for the Minister's resignation is only the first step in the Confederation's battle against the Stephenson plan. OCUFA's board of directors will meet again in late January to approve further strategy. Among the ideas to be considered are a "massive public relations blitz" to inform the public about the proposed reshaping.

CAUT President Sarah Shorten says the Ontario move is a matter of the highest priority and that CAUT would give OCUFA the same kind of firm and visible support as it is giving to the faculty in B.C.

SIMON FRASER UNIVERSITY DEAN OF BUSINESS ADMINISTRATION

Simon Fraser University invites applications for the position of Dean of the Faculty of Business Administration. The appointment is normally for an initial term of 5 years and may be renewed. Applicants should have an established reputation as a teacher and researcher and successful administrative experience.

The Faculty of Business Administration is one of six Faculties at Simon Fraser University. It has 41 faculty and an enrolment of 1200 undergraduate students and 150 graduate students.

The appointment is to commence on September 1, 1984. Applications should be accompanied by a detailed curriculum vitae and the names of at least three referees. Applications should be submitted not later than March 1, 1984 to: Dr. John M. Munro, Chairman, Search Committee for Dean of Business Administration, Vice-President, Academic Office, Simon Fraser University, Burnaby, B.C. V5A 1S6.

CANADIAN PROFESSORS FOR PEACE IN THE MIDDLE EAST STUDY MISSION 2 WEEKS IN THE LATE SPRING, 1984

Open to Canadian Academics with an interest in the Middle East
Focus — Israel-Palestinian relationship after Lebanon
Will Visit — Israel, West Bank and Gaza, Lebanon and Jordan
Basic Price — \$1,250 + \$100 for gratuities
If interested write or call:
Canadian Professors for Peace in the Middle East
491 Lawrence Ave. W., Suite 307
Toronto, Ontario, M5M 1C7
tel. 416-789-3495



INSIDE

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Collective Bargaining Conference 1983 Action and reaction

"An excellent conference. Useful and lots of fun."

"Very informative, instructive."

"The overall conference program was very good to excellent."

"The conference was truly excellent."

"Very pleasant relaxed atmosphere — well organized so that organization did not show."

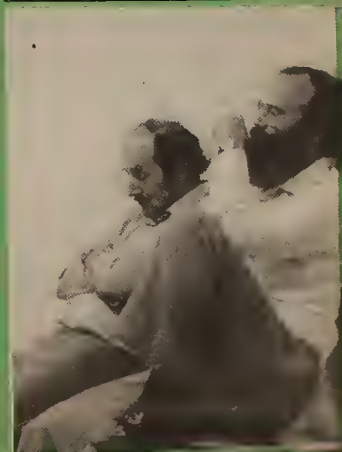
"Good cross-section of topics and from negotiating aspect, the more the better. Thank you for an excellent experience."

"Thank you (at CAUT) very much for a most instructive four days. As a novice I learned a great deal."

"The conference provides a much needed service and with a little bit of work can be both enjoyable and informative."

"Found all the panel sessions very informative and useful — information will be very helpful in terms of bargaining."

— Conference participants



CAUT's Collective Bargaining Conference a continuing success

by Robert Léger

The CAUT's annual Collective Bargaining Conference is one of the most successful endeavors of the CAUT.

Each year since 1978, the Conference has attracted over 100 enthusiastic participants from among the academic staff of universities across Canada.

The general aim of the Conference has been to introduce active members of the faculty associations to the purposes and potential of collective bargaining.

The first Collective Bargaining Conference took place at Ste-Marguerite Station, Quebec in September 1978. For the next two years, it was held at the Nottawasaga Inn in Allison, Ontario, and since that time has been at the Talisman Hotel in Kimberly, Ontario. Since 1981, it has been held in June.

Each Conference has had the same objective:

- to offer practical training in negotiations, grievance handling and other skills, for representatives from both certified and non-certified associations;
- to give information about collective bargaining issues, including economic benefits, tenure structures, etc.;
- to provide an opportunity for an exchange of information and views among participants.

One of the continuing features of the Conference has been the variety of participants, including novices and experienced negotiators from unionized and non-unionized associations of all sizes. This mix

has permitted an interesting exchange between participants; it has also required conference organizers to accommodate a very wide range of interests.

During its first three years, the Conference featured the now-famous "Beaver University" in a bargaining simulation between the faculty association and the administration. The aim of the simulation was to help prepare potential negotiators for a variety of possible situations. These sessions were greeted with a great deal of enthusiasm, and many long hours were devoted to the exercise. However, the sessions proved difficult to control and required extensive manpower. In addition, the quality of the learning experience clearly varied and was difficult to assess. For these reasons, the simulation was discontinued in 1981 and replaced by other exercises.

One of the programs that has replaced the simulation is "Verbal Skills in Negotiation", which has been in use for the last three years. This program uses examples of bargaining sessions between faculty association and administration negotiating teams. Under the direction of a trainer or instructor, participants practice certain negotiating skills. During these sessions, future negotiators learn when to use such techniques such as "initial bargaining statements", "confirmatory paraphrases" and "closed-end questions".

The other major training program has been the "Pre-arbitration Grievance Process-

ing" workshop, also known as the "Grievance Handling" workshop. It is aimed at grievance representatives at the local association level. It has essentially the same format as the Verbal Skills program described above.

During such an exercise the unexpected can happen. One year, a CAUT model clause was used as an example. Participants complained about the clause and joked that it had been imposed by the university administration. The result was an entertaining session and a thorough review of the offending model clause by the Collective Bargaining Committee the following year!

The response to these sessions has been very good. In the role-playing exercises in both Grievance Handling and Verbal Skills, it was remarked that participants easily assumed the mantle of the administrator! It could be that it is easier to play the dean's or vice-president's role than that of the association representative.

Since 1981, sessions on benefits have been organized, under the auspices of the CAUT Economic Benefits Committee, to inform participants about pensions, salary, income tax and other monetary issues.

In addition, the Conference provides an opportunity to discuss many other issues such as job actions, conciliation and mediation, categories of academic staff appointments, part-time faculty, sexual harassment, mid-career options, and so on.

One of the main aims of the Conference

is to provide participants with an opportunity to interact and exchange ideas. This is facilitated in two ways: by training sessions with an emphasis on participation, and by social events. Every morning a "fun run" (jogging) takes place at a precise albeit unbearable hour. A poolside barbecue is regularly held. Since the food is always good (especially at the Talisman), eating occasions are great for meeting other participants. A pool and tennis courts have always been available and a volleyball game was organized in 1983. A disco/cash bar is a regular feature, and has included, in certain years, a disco contest which has always been great fun.

The main problem with the social events has been a very tight work schedule. Because of the cost of bringing so many people from across Canada together, organizers have felt that participants should receive as much for their money as possible with the result that sessions have been held all day and into the evening. So, while some participants argue that the schedule is perfect as it is, others say that the tempo of the Conference is too high, making it a very tiring experience.

A noteworthy development is that more and more people from outside organizations are becoming interested in the Conference. In recent years, we have had to turn down requests from other organizations due to heavy attendance.

Another development is the Communications Workshop which was offered in 1982 and 1983 to help develop skills in dealing with the media. Future plans include advanced level workshops for more experienced members.

In conclusion, the Conference represents hard work for participants, fun when time allows, and an ideal opportunity to exchange views and information on collective bargaining issues with colleagues from across Canada.

Robert Léger is a professional officer with the CAUT and a veteran of all five CAUT Collective Bargaining Conferences.



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Teachers have to fight for rights

The labour movement and civil liberties in Canada are in great danger and Canadian workers must fight to preserve their rights, warned several key union leaders at the CAUT's 1983 Collective Bargaining Conference.

Pierre Samson, President of the Public Service Alliance of Canada, Bob Buckthorp, Vice-President of the Ontario Secondary School Teachers Federation and Pierre Beaulne of La Centrale de L'enseignement du Québec told conference participants, in a major session on wage controls, that the federal and provincial governments have embarked on a deliberate campaign to weaken labour and to abrogate the democratic rights of workers.

"We have to be aware of what we're up against and fight back," Mr. Samson told delegates.

Mr. Samson, whose union represents 183,000 federal public servants across Canada, said that the government's monetarist policy lies behind the current recession and is fundamentally changing economic relationships in our society. The government, he said, "has elected to enforce a redistribution of income from labour to capital". It has also, he pointed out, "subjected hundreds of thousands of workers to severe wage controls and imposed tax increases and social expenditures cuts on all Canadians whether they work for a living or receive social assistance".

Mr. Samson said that the issues before us are more fundamental than those which we have traditionally raised at the bargaining table.

"The impact of economic policy on the collective bargaining process has devastated us as individuals, while the various legislative restrictions on our rights have weakened us to the point where our collective survival is in serious danger," Mr. Samson affirmed the need to work together to counter what he has called the "economics of pain".

In his address, Bob Buckthorp said Ontario's wage control bill has been aimed mainly at teachers.

"Teachers," he said, "have been very bad at telling the public what we do so we were a safe target."

Mr. Buckthorp said the government has taken advantage of teachers' idealism and the common belief that "teachers, of all people, should be willing to make the sacrifice".

He stressed that the issue goes far beyond wages.

"Gains made over 20 years are being wiped out over the negotiating table."

Mr. Buckthorp encouraged delegates not "to lie down and play dead".

"No one will fight for you," he said. "You have to fight for yourselves. If you feel strikes are below your dignity as a professor, you'd better look around."

Pierre Beaulne outlined the situation in Quebec which he said closely paralleled that of Ontario.

Marie-Andrée Bertrand, chairperson of the panel discussion and President of FAPUQ, said professors in Quebec "have been made to feel guilty about our work and what we earn. And some have had their right to negotiate taken away."

The union leaders agreed that the source of the problem stems from political decisions and the answers have to be sought in the political arena. A successful resolution, they said, lies in the united and concerted action of teachers and professors.

The participation of experienced public sector union leaders was a departure from usual practice at the Collective Bargaining Conference. Delegates generally welcomed the contributions of these individuals and organizers plan to include similar sessions at future conferences.

Other special sessions at the 1983 Conference addressed issues such as the FAPUQ Study on Workload, Affirmative Action, Representing Non-faculty Groups, developments in the law affecting tenure, and a variety of Economic Benefits issues.

The 1984 CAUT Collective Bargaining Conference will be held at the Talisman Resort Hotel in Kimberly, Ontario from June 25 - 29.

Labour Canada grant application forms will be available in March. Air transportation costs are partially subsidized by CAUT.

FACULTY COLLECTIVE BARGAINING AT CANADIAN UNIVERSITIES NEGOCIATIONS COLLECTIVES DES PROFESSEURS DES UNIVERSITES CANADIENNES

University/ Université	Association/Union Association/Syndicat	Affiliation	Certification date/ Date d'accréditation	Number in bargaining unit/ Nombre dans l'unité de négociation*	Status of collective agreement/ Etat de la convention collective**
ACADIA	Acadia University Faculty Association	Canadian Association of University Teachers (CAUT)	July 1976	210	Three-year agreement expires June 30, 1984.
ALBERTA	Association of the Academic Staff of the University of Alberta	CAUT	Statutory Recognition February 1982	1897	Indefinite. Salary and benefit negotiations on annual basis.
ALGOMA	Algoma University College Faculty Association	CAUT	March 1976	24	One-year agreement expires June 30, 1983.
ARMAND FRAPPIER	Association des professeurs de l'Institut Armand Frapplier	Fédération des associa- tions de professeurs des universités du Québec (FAPUQ)/Association canadienne des professeurs d'université (ACPU)	Février 1979	32	En train de négocier.
ATHABASCA	Athabasca University Faculty Association	CAUT	Statutory Recognition February 1982	90	Indefinite. Salary and benefit negotiations on annual basis.
BISHOP'S	Association of Professors of Bishop's University	FAPUQ/ACPU	March 1976	73	Three-year agreement expires December 31, 1982.
BRANDON	Brandon University Faculty Association	CAUT	January 1978	184	Two-year agreement expires March 31, 1985.
CALGARY	The University of Calgary Faculty Association	CAUT	Statutory Recognition February 1982	1175	Negotiations in progress.
CAPE BRETON	College of Cape Breton Faculty Association	CAUT	Voluntary Recognition October 1975	60	Still negotiating. Letter of understanding re salaries and benefits.
CARLETON	Carleton University Academic Staff Association	CAUT	June 1975	641	Three-year agreement expires April 30, 1985.
CONCORDIA	Concordia University Faculty Association	FAPUQ/ACPU	January 1981	750	Negotiations in progress.
DALHOUSIE	Dalhousie Faculty Association	CAUT	November 1978	730	Two-year agreement expires June 30, 1984. As of July 1, 1982, the Faculty/Librarians and instructors units were combined by the Labour Board.
HEARST	Association des professeurs d'université de Hearst	ACPU	Novembre 1982	11	Une convention d'un an et demi, se termine le 30 juin 1984.
INSTITUT NATIONAL DE LA RECHERCHE SCIENTIFIQUE	Syndicat du personnel de l'INRS	Centrale de l'enseignement du Québec (CEO)	Mai 1973	77	En train de négocier.
LAKEHEAD	Lakehead University Faculty Association	CAUT	September 1979	269	One-year agreement expires June 30, 1984.
	Professional Librarians	CAUT	September 1979	11	One-year agreement expires June 30, 1984.
LAURENTIAN	Laurentian University Faculty Association	CAUT	July 1979	256	One-year agreement expires June 30, 1983.
LAVAL	Syndicat des profes- seurs de l'Université Laval	FAPUQ/ACPU	Janvier 1975	1100	Une convention de deux ans et demi, se termine le 31 mai 1983.
LETHBRIDGE	University of Lethbridge Faculty Association	CAUT	Statutory Recognition February 1982	218	Indefinite. Salary and benefit negotiations on annual basis.
MANITOBA	University of Manitoba Faculty Association	CAUT	November 1974	1161	Two-year agreement expires March 31, 1985.
MONCTON	Association des bibliothécaires et professeurs de l'Université de Moncton	ACPU	Octobre 1976	255	Une convention de trois ans se termine le 30 juin 1984.
MONTREAL	Syndicat général des professeurs de l'Université de Montréal	FAPUQ/ACPU	Juillet 1975	1000	Une convention de trois ans se termine le 31 mai 1984.
MOUNT ALLISON	Mount Allison Faculty Association	CAUT	August 1982	122	Negotiations in progress.
NEW BRUNSWICK	Association of the University of New Brunswick Teachers	CAUT	March 1979	600	Two-year agreement expires June 30, 1985. Reopener on select issues June 30, 1984.
ONTARIO INSTITUTE FOR STUDIES IN EDUCATION	OISE Faculty Association	CAUT	Voluntary Recognition July 1977	132	One-year agreement expires June 30, 1983.
OTTAWA	Association of Professors of the University of Ottawa	CAUT	January 1977	900	Three-year agreement expires April 30, 1984.
POLYTECHNIQUE	l'Association des professeurs de l'École Polytechnique	FAPUQ/ACPU	Février 1979	185	Une convention de trois ans se termine le 30 mai 1985.
QUEBEC	Syndicat des professeurs de l'Université du Québec à Chicoutimi	Centrale de l'enseignement du Québec (CEO)	Mai 1979	192	Une convention de trois ans se termine le 28 février 1986.

QUEBEC	Syndicat des professeurs de l'Université du Québec à Hull	Aucune	Juillet 1980	85	En train de négocier.
	Syndicat des professeurs de l'Université du Québec (Montréal)	Confédération des syndicats nationaux (CSN)	Septembre 1971	780	Une convention de près de trois ans se termine le 28 février 1986.
	Syndicat des enseignants de l'Université du Québec dans l'ouest	CEQ	Novembre 1982	56	En train de négocier.
	Syndicat des professeurs de l'Université du Québec à Rimouski	CSN	Février 1973	150	En train de négocier.
	Syndicat des professeurs de l'Université du Québec à Trois-Rivières	FAPUQ/ACPU	Septembre 1971	300	Une convention de trois ans et demi, se termine le 30 novembre 1982.
REGINA	University of Regina Faculty Association	CAUT	May 1977	576	Negotiations in progress.
RYERSON	Ryerson Faculty Association	None	Voluntary Recognition 1964	560	One-year agreement expires June 30, 1984.
SAINT BONIFACE	L'Association des professeurs du Collège universitaire de Saint-Boniface	ACPU/MGEA Manitoba Government Employees Association	Mars 1983	42	En train de négocier.
SAINT-LOUIS MAILLET	Association des professeurs et bibliothécaires du centre universitaire Saint-Louis Maillet	ACPU	Reconnaissance volontaire 1972	37	Une convention de trois ans se termine le 31 août 1984.
SAINT MARY'S	Saint Mary's University Faculty Union	CAUT	April 1974	160	Two-year agreement, expires August 31, 1983.
				4	SMUFU negotiates on behalf of a separate unit of Professional Librarians. Two-year agreement expires August 31, 1983.
ST. THOMAS	Faculty Association of the University of St. Thomas	CAUT	October 1976	56	Two-year agreement expires June 30, 1984.
ST. THOMAS MORE COLLEGE	St. Thomas More College Faculty Union (1977)	CAUT	May 1977	35	One-year agreement expires June 1, 1984.
SAINTE-ANNE	L'Association des professeurs et bibliothécaires de l'Université Sainte-Anne	ACPU	Reconnaissance volontaire Septembre 1982	24	En train de négocier.
SASKATCHEWAN	University of Saskatchewan Faculty Association	None	January 1977	980	One-year agreement expires June 30, 1984.
SHERBROOKE	Syndicat des professeurs de l'Université de Sherbrooke (SPUS)	FAPUQ/ACPU	Février 1974	337	Une convention de deux ans et demi, se termine le 30 novembre 1982.
	Association des ingénieurs de l'Université de Sherbrooke (AIPSA)	FAPUQ/ACPU	Novembre 1970	60	Une convention de deux ans et demi, se termine le 30 novembre 1982.
TECHNICAL UNIVERSITY OF NOVA SCOTIA	Technical University of Nova Scotia Faculty Association	CAUT	February 1980	105	Three-year agreement expires June 30, 1983.
TRENT	Trent University Faculty Association	CAUT	June 1980	182	Three-year agreement expires June 30, 1983.
WINDSOR	University of Windsor Faculty Association	CAUT	December 1977	526	One-year agreement expires June 30, 1984.
WINNIPEG	University of Winnipeg Faculty Association	CAUT	February 1981	215	Two-year agreement expires March 31, 1984.
	University of Winnipeg Faculty Association (Collegiate Instructors)	CAUT	October 1981	12	Two-year agreement expires March 31, 1984.
YORK	York University Faculty Association	CAUT	October 1977	971	One-year agreement expires April 30, 1983.

*These figures are approximate/Ces chiffres sont approximatifs.

**Information compiled as at December 15, 1983/Information en date du 15 décembre 1983.

Some agreements in Ontario, Nova Scotia and Québec were extended for a one-year period by wage controls legislation/Quelques conventions collectives en Ontario, en Nouvelle-Ecosse et au Québec ont été prolongées d'un an en vertu de législations limitant les salaires.

SPECIAL PLAN BARGAINING AT CANADIAN UNIVERSITIES RÉGIMES SPECIAUX DANS LES UNIVERSITÉS CANADIENNES

University/ Université	Association/Union Association/Syndicat	Affiliation	Number in bargaining unit/Nombre dans l'unité de négociation*	Special Plan Arrangement/Régime Spécial
BRITISH COLUMBIA	The University of British Columbia Faculty Association	CAUT	2131	Annual monetary negotiations culminating in interest arbitration (conventional) pursuant to a "Framework Agreement" for bargaining; provides as well for the negotiation of subsidiary agreements on "Conditions of Appointments".
GUELPH	University of Guelph Faculty Association	CAUT	600	Comprehensive agreement on terms and conditions of employment; annual salary and benefit negotiations culminating in mediation.



CAUT

Statement on the case of a faculty member at Mount Saint Vincent University

A faculty member joined the staff of Mount Saint Vincent University (MSVU) in January, 1980. He was appointed to the Education Department as a member of the Child Studies Programme on a 2½ year term contract. His duties included classroom teaching and the supervision of students teaching in local schools. In January, 1981 six students complained about his in-school supervision. This precipitated the dispute which led him to approach CAUT.

MSVU has no formal procedure to handle student complaints. Such matters are handled by those chairing departments, by Deans and by the faculty members concerned on an informal, verbal basis. Students sometimes come to a Dean first, rather than to a department, and in such cases complaints are referred back to the appropriate chairman. In this instance the students went directly to the appropriate Dean who, together with the then Chair of the Education Department and the Director of the Child Studies Programme, met with them on January 27, 1981 without the faculty member's knowledge. The person chairing subsequently met with the faculty member, informed him of the complaints, and asked him to take remedial action. Not long after this meeting the person chairing received a complaint from a school principal at whose school some of the complainant students had been student teaching. The principal had not observed the faculty member in the performance of his duties. As a result of these complaints the faculty member was suspended from supervision on March 9, 1981.

The faculty member believes that the decision to remove him from supervision had been made at the January 27 meeting; and that he was tried and found guilty *in absentia*. Whatever the truth of the matter, it is clear that he indicated to the Dean that the complaints should have been handled in a formal and impartial manner. In the absence of such a procedure the faculty member brought his grievance to the attention of the MSVU faculty association, arguing that the complaints were allegations only until they could be substantiated as legitimate and that legitimacy could only be confirmed through an impartial hearing at which the faculty member could respond to the complaints and to the complainants whose identity had not been disclosed to him despite repeated requests.

The faculty association executive investigated the grievance and reported in May 1981. The report, while faulting the faculty member for not having made more effort to come to some agreement with the Dean and Chairman, accepted that he had not had a hearing at which he could respond to the student allegations and recommended that such a hearing be held the following September. It recommended also that the faculty member be given the student and school principal's complaints in writing. Unless a hearing was conducted, the report concluded, the allegations should not be considered in the deliberations for contract review which would begin in the fall.

No action resulted from the report. Meanwhile, both CAUT and the faculty member became increasingly concerned about the impact of the unresolved complaints on the contract renewal process. It was not until September that the Dean agreed to reopen the matter and raised the question of a formal hearing. In the faculty member's view, the offer came too late.

His contract renewal was to be considered by the Senate Committee on Appointment, Rank, Promotion and Tenure (CARPT) which is composed of the Academic Vice-President, four elected faculty representatives, and the appropriate Dean. This was not a procedure to which he was entitled by right since he was on a limited term contract. However, all contracts, whether probationary or term, are by custom considered by CARPT for renewal. Submissions had to be made by the end of September. The faculty member felt that if he accepted a hearing on the complaints he would have to ask for a postponement of consideration for appointment renewal; if he waived the hearing then CARPT would have to be asked not to consider the complaints as part of the evidence for renewal. Either way, CARPT would be made aware of the complaints and could be influenced by them, particularly since they were alluded to in some faculty evaluations. In his view, procrastination had converted allegation into fact. In the end, the faculty member decided to go ahead with the CARPT procedure in the absence of a hearing on the complaints.

Since the Dean had been party to the January 27 meeting and was, later, instrumental in the decision to remove the faculty member from supervision, he asked the Dean to remove herself from CARPT and requested that someone else be appointed to replace her for that particular hearing. He argued that her presence and participation at the CARPT hearings would bias the eventual deliberations against him. She refused to remove herself from the Committee.

CARPT agreed not to consider the complaints or the suspension from supervision in making its recommendation on appointment renewal. Its majority recommendation that the contract not be renewed was accepted by President E. M. Fulton in January, 1982.

CARPT does not provide candidates with written statements of reasons for negative recommendations. However, the faculty member was told by President Fulton that the main reason was inadequate teaching performance. He did not have the opportunity to appeal the decision under MSVU procedures because of the nature of his contract. Since he had been given a CARPT hearing, as if he held a regular probationary contract, fair practice dictated that he be allowed to appeal. However, President Fulton saw no merit in this argument. The faculty member himself attempted without success to obtain an internal appeal and left MSVU in the summer of 1982.

The Academic Freedom and Tenure Committee finds this sequence of events disturbing, and is of the opinion that the faculty member was treated in an unfair manner:

- He was entitled to a full statement of complaints against him in writing, to know the names of the complainants, and to an opportunity to respond to the charges before an independent body.
- He was suspended from supervision although the charges had not been fully investigated or proven. There should at least have been an undertaking by the university administration to investigate the charges in the future.
- The failure to clear up the complaints as recommended by the faculty association report complicated the assessment for renewal by CARPT, and raises the possibility that unproven charges influenced the result.
- He did not receive an adequate statement in writing of the reasons for non-renewal.
- He was denied any appeal from the CARPT recommendation and the President's decision.

The Academic Freedom and Tenure Committee attempted without success, to persuade the MSVU administration that the unfairness to which the faculty member had been subjected warranted the payment of compensation. It is a matter of serious concern that President Fulton was not prepared to recognize the procedural inadequacies surrounding the non-renewal of the faculty member's appointment and declined reasonable proposal made by CAUT.

Approved by the CAUT Board, 1983.

CAUT UPDATE

Censure at Memorial University of Newfoundland

In 1976 Professor Marlene Webber, an avowed and active supporter of the Communist Party of Canada (Marxist-Leninist), was appointed to the Memorial University School of Social Work on a two-year probationary contract. In November 1977, the Director of the School notified her that he would recommend against renewal. Professor Webber requested a statement of reasons, and the Director replied as follows:

"The School of Social Work of MUN has a certain basic philosophy which is predicated upon the existence of a democratic form of government freely elected by a majority of the electorate. Its mandate is derived from this philosophy and is supportive of and is in turn supported by the existing political framework within which the University has developed and continues to function. This mandate also dictates that one of the prime objectives of the School is to train professional social workers for the various provincial agencies and to meet other local and provincial needs. Your political activities have indicated considerable divergence from the philosophy and purposes of the School and your involvement both on and off campus with a political movement which is totally inimical to and destructive of the system upon which our government is based, necessitates my decision not to recommend an extension."

"In reaching my decision, I have considered that you have failed to respect the fact that your profession and the University may be judged by your statements, since both your statements and activities have tended to reflect adversely upon the School and the University."

This letter caused widespread concern within Memorial University, and the reasons were further elaborated on and supported by the then President, M.O. Morgan, and the then Vice-President Academic (now President) L.G. Harris. In one of his statements, Dr. Harris introduced the charge that Professor Webber had abused her position as a university teacher by propagating her political beliefs in the classroom.

Professor Webber referred her case to the University Appeals Panel. The majority of the appeal committee struck to consider the matter recommended that the administration's decision be upheld, and it was then confirmed by the Board of Regents. At this stage, Professor Webber applied to CAUT for assistance. The Academic Freedom and Tenure Committee struck a committee of inquiry chaired by Professor C.B. Macpherson of the University of Toronto, which reported in September, 1978.

The committee found that the reasons given Professor Webber for her non-renewal were "wholly unacceptable by any standard of academic freedom, and inconsistent with the guarantee of freedom of political belief set out in the official university policy statement..." "Guarantees of academic freedom are intended to prevent the use of just such grounds, and guarantees are worthless if such grounds are allowed." The committee also held that since the charges of misuse of the classroom had not been included in the formal statement of reasons for non-renewal, its introduction at a later stage, and reliance upon it in the appeal hearing, was improper. Moreover, the committee was persuaded that the administration had not been able to substantiate this accusation adequately.

As a result of this report, and the refusal of the Memorial University administration to agree to arbitrate or to negotiate other means to resolve the dispute, the first stage of censure was imposed on the President and Board of Regents in May, 1979. The second and third stages were imposed in 1980 and 1981. In 1982 the CAUT Council passed a motion deploring the unwillingness of President Harris and the Board of Regents to move toward a resolution of the dispute.

The Webber case is widely regarded as involving a classic denial of academic freedom. In essence, the Memorial University administration argued that vocal support of the CPC (M-L) could not be tolerated from a member of a professional school which has close links with the provincial government and the local community. In CAUT's view this was unconscionable. The only valid grounds for non-renewal are academic and professional, and the onus therefore lay on the administration to show that Professor Webber's beliefs and activities resulted in misconduct or inadequate performance. Ideological divergence in itself can never be a proper ground for non-renewal, or any other disciplinary measure. Moreover, the fact that a faculty member holds a probationary, rather than a tenured appointment does not free a university administration from having to show adequate and proper cause for non-renewal. These principles are fundamental protections of academic freedom.

The CAUT has not been impressed by the Memorial University administration's argument that Professor Webber's case was properly handled, and that since (in the administration's view) the appeal hearing was an arbitration, a further arbitration would be improper. Assurances that academic freedom is secure at Memorial University, and particularly within the School of Social Work, are welcome; but so long as the arguments raised by the university administration during the Webber case remain on record, these assurances carry little conviction.

PRINCE EDWARD ISLAND	The University of Prince Edward Island Faculty Association	CAUT	110	Annual monetary negotiations culminating in interest arbitration (Final Offer Selection) pursuant to a framework document; other terms and conditions not part of Special Plan Bargaining arrangement.
SIMON FRASER	Simon Fraser University Faculty Association	CAUT	460	Some terms and conditions negotiable, others may not be unilaterally altered. Annual monetary negotiations culminating in interest arbitration (conventional).
TORONTO	University of Toronto Faculty Association	CAUT	2503	Special Plan addresses many terms and conditions, either expressly or by reference to prevailing practice; annual monetary negotiations culminating in arbitration.

*These figures are approximate/Ces chiffres sont approximatifs.

Censured Administrations

The following university administrations are under CAUT censure:

President and Board of Governors
UNIVERSITY OF CALGARY (1979)
The third stage of censure was imposed in May, 1980.

President and Board of Regents
MEMORIAL UNIVERSITY OF NEWFOUNDLAND (1979)
The third stage of censure was imposed in May, 1980.

Note:

1. Under the first stage of censure faculty members are advised to inform themselves fully of the procedures which exist for the protection of academic freedom before accepting an appointment at the censured university. The censure is advertised regularly in the *CAUT Bulletin*.
2. Under the second stage of censure faculty members are advised to inform themselves fully of the procedures which exist for the protection of academic freedom before accepting an appointment at the censured university. The censure is advertised more widely in Canadian and foreign faculty association publications and other publications.
3. Under the third stage of censure the CAUT Council recommends that members of faculty associations not accept appointments at the censured university.
4. Because the CAUT does not recommend that faculty members decline appointments when a university is under the first or second stage of censure the *CAUT Bulletin* continues to carry advertisements for positions vacant at censured universities. Such advertisements are not carried in the *Bulletin* for universities under the third stage of censure.

Information about the events which led to censures may be obtained from:

The Executive Secretary
Canadian Association of University Teachers
75 Albert Street, Suite 1001
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- | | |
|-------------|--------------------------------|
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CAUT UPDATE

Censure dispute at the University of Calgary

The University of Calgary continues to languish under CAUT censure, (originally imposed in 1979), as senior administrators prove obdurate in their refusal to entertain proposals for the solution of the conflict.

Censure as readers will remember, was invoked in the case of Dr. George Abouma, who was engaged as an Associate Professor in the Division of Surgery in the Faculty of Medicine under a limited term contract, beginning April 1, 1974 and ending June 30, 1976. Concurrent with his appointment to the university faculty, Abouma was appointed to the medical staff of the Foothills Hospital. The Foothills is the primary clinical teaching source of the Faculty of Medicine, and even though it is administered by a Board quite separate from the administration of the university, a large proportion of the medical and administrative staff are cross-appointed in the two institutions.

At the time of Dr. Abouma's appointment, the Board of Governors of the university had recently promulgated the 80/20 rule, which established a quota on the number of persons who could be hired into tenure-track positions in any instructional unit. The 80/20 rule had been enacted over the protests of the General Faculties Council (which parallels the Academic Senate at other universities) who argued that the rule limited the ability of the University to successfully recruit first-class teachers and researchers by denying a large number of employees the protections and privileges of tenure-track appointments.

In any case, Dr. Abouma received verbal assurances that his limited-term appointment was a mere formality, and that he could expect that his appointment would be regularized, notwithstanding the 80/20 rule.

In October, 1975, the Foothills Hospital unilaterally revoked Dr. Abouma's privileges, in consequence of conflicts between Dr. Abouma and other members of the medical staff. The dismissal provoked considerable public interest. Dr. Abouma's work was in the area of kidney transplant surgery, at the time a high profile area of surgery in which numerous advances were occurring. There was intense debate in the public press, a debate in which many of Dr. Abouma's patients came to his defense against charges publicly made by members of the Foothills staff.

The tour continued into the next spring. In June, 1976, when Dr. Abouma's contract with the university expired, he was notified by the President of the University, Dr. W.A. Cochrane (himself a physician) that "after careful analysis and assessment of the needs and objectives of the Faculty of Medicine, the decision was made that your services were no longer required." In subsequent investigation, it became clear that essentially the same people participated in the separate decisions to dismiss Abouma from the Foothills and to allow his appointment at the University to lapse.

The University shortly thereafter launched a search for a person to take up the position formerly held by Abouma.

Dr. Abouma subsequently sued the Foothills for wrongful dismissal. In June 1977 the Trial Division of the Supreme Court of Alberta ruled that the Foothills had wrongfully revoked Dr. Abouma's privileges at the hospital. An out-of-court settlement was concluded, which required, *inter alia*, that adverse public comments made by Foothills staff be withdrawn and a formal letter of apology issued.

The finding of the court with respect to the Foothills Hospital had little effect on the Board of Governors of the University. In spite of this finding, in spite of a petition by faculty members that his reappointment be considered, and in spite of President Cochrane's urging that the matter be reconsidered, the Board adamantly refused to accept that errors of process had occurred and that Dr. Abouma ought properly to be considered for reappointment.

On the invitation of the University of Calgary Faculty Association (TUCFA), the CAUT established a Committee of Inquiry. In June 1978 the Committee reported as follows:

"The introduction of the 80/20 rule had served as the excuse for offering Dr. Abouma a limited-term contract, but it was implicit in a number of ways that he had been granted a *de facto* probationary appointment (in status that entitled him to fair and open hearings with respect to his continuing appointment).

"The university had been improperly influenced by the decision taken by the Foothills, and had ignored the fact that this decision was wrongfully taken.

"Application of the 80/20 rule, and the use of limited term contracts for positions as senior as Associate Professor was inappropriate and regrettable and at odds with standing university policy. The application of tenure quotas introduced a potential for weakening academic freedom that was clearly illustrated in the case.

Intensive negotiations between the CAUT, TUCFA and the new President of the University, Dr. Norman E. Wagner, failed to resolve the issue over the summer and fall of 1978. (Dr. Cochrane had left the university for the quieter climes of private industry.) In December, 1978, after rejecting an external review of Dr. Abouma's fitness for reappointment, Dr. Wagner advised the CAUT that "the question of Dr. Abouma's fitness for reappointment at the University of Calgary must be considered closed" and that further meetings on the subject could not therefore be justified.

Given the intransigence of the administration, the CAUT AF&T committee began to move towards formal censure of the University. The matter was subject to intensive debate by the faculty, and in April, 1979, the Annual General meeting of TUCFA unanimously passed a motion supporting the imposition of censure on the Board of Governors. The first stage of censure was imposed by the CAUT in May 1979 — three years after Abouma had lost his position at the University.

Over the next year, the CAUT proposed that the issue be put to binding arbitration, an initiative that was firmly rejected by the Board of Governors. Chairman Ross MacKinnon. MacKinnon also refused to participate in discussion of the 80/20 rule, unless those discussions were entirely divorced from consideration of the Abouma case.

The Board's second stage of censure was imposed in January, 1980, in view of the administration's refusal to entertain discussions that might lead to a resolution of the conflict, and finally, in May 1980, the third stage of censure was invoked. At that time, TUCFA argued that Dr. Wagner ought to be named in the motion of censure, but this was not done until April 1982, again following unsuccessful efforts to engage him in meaningful discussions.

Dr. Abouma has established a team of transplant surgeons in Kuwait. His appointment there is, however, coming to an end. His experience at Calgary has made it difficult for him to secure an appointment elsewhere in North America.

Censure has impeded the efforts of the university to recruit staff and has otherwise proved to be an embarrassment and an obstacle to the proper functioning of the institution. Even though efforts to resolve the impasse continue, it appears unlikely that the President and the Board Chairman will soon be inspired to demonstrate an uncharacteristic flexibility in dealing with the issue.

Dismissal of Professor Leo A. Johnson from the University of Waterloo

by Ronald D. Lambert
Department of Sociology
University of Waterloo

Furthermore, it is expected that the colleagues of the candidates will consider as totally irrelevant to the question of tenure the personal lives, political opinions, and national backgrounds of the candidates — and anything else not at the heart of their professional conduct. (From the University of Waterloo's Senate Guidelines for the Granting of Tenure)

The affected faculty member will be provided with every opportunity to present a full defense. (From University of Waterloo Policy no. 53, Procedure to be followed in the Dismissal of a Tenured Faculty Member)

On 21 October, 1982, Professor Leo A. Johnson, a tenured member of the Department of History at the University of Waterloo, pleaded guilty in Ontario Provincial Court in Kitchener to nine charges of indecent assault and one charge of sexual intercourse involving females under the age of 14. After seven days of pre-sentence testimony, Judge Robert Reilly sentenced Johnson to a prison term of two years less a day in a provincial jail. This sentence was later increased to four years on 24 June, 1983 by the Ontario Court of Appeal on appeal by the Crown. Professor Johnson was then transferred from the Ontario Correctional Institute in Brampton to Warkworth Institute, a federal medium security prison located approximately 160 kms. east of Toronto. He was suspended by the University of Waterloo from teaching duties, with pay, during the fall term of 1982 pending the outcome of his trial.

Leo Johnson took his undergraduate degree in History at the University of Waterloo, followed by graduate work in History at the University of Toronto. He returned to the UW Department of History as a lecturer in 1966 and was granted tenure in 1969. He was also cross-appointed to the UW Department of Sociology from 1975 to 1979. Johnson's scholarship in local history, labour history and social class, analyzed within a Marxist perspective, is widely respected by historians and sociologists. His published research has been honoured with a number of prizes and medals, including the Canadian Historical Association Certificate of Merit in 1979 for his book *History of Ontario County 1615-1875* and the Toronto Prize for Literature won jointly in 1975 for *Women at Work*. His analyses in other publications, such as "The development of class in Canada in the twentieth century" (1972) and *Poverty in Wealth* (1974) have also withstood the test of time. While incarcerated at Brampton O.C.I., Johnson continued to work on the manuscript of a book dealing with Indian land settlements in pre-Confederation Ontario.

On 17 December, 1982 and without prior notice, Robin K. Banks, UW Dean of Arts, and Thomas Brzustowski, Academic Vice-President, visited Professor Johnson at the Brampton O.C.I. At this meeting, Banks informed Johnson that it was his intention to recommend that he be dismissed on the grounds that his criminal behaviour constituted a breach of public trust. Later, on 23 December, 1983, Banks requested the Vice-President to commence proceedings against Johnson, this time on the revised grounds that he was guilty of "gross misconduct", and thus unfit as a professor. Brzustowski informed Johnson on 7 January, 1983 that he had decided to establish a Committee to Investigate the Adequacy of Cause, pursuant to University of Waterloo Policy no. 53. In another letter dated 12 January, 1983, the Vice-President suspended Johnson's salary, save for benefits.

On 20 January, 1983, a Committee to Investigate the Adequacy of Cause was struck by the University of Waterloo. The Committee, which has power only to recommend a course of action to the President, was selected from a standing panel of nine tenured faculty members who serve rotating terms and who are appointed by the University Senate on the advice of the Academic Vice-President. According to Policy no. 53, the Academic Vice-President and Professor Ronald D. Lambert from the Department of Sociology, Professor Johnson's authorized faculty representative, were each entitled to reject two names from the panel, so that the remaining five names constituted the Committee.

The five members of the Committee to Investigate the Adequacy of Cause against Professor Johnson, and their academic Departments in the University, were as follows: Professors John B. McNeil, Chemistry (Chairman of the Committee), E. Jennifer Ashworth, Philosophy; Ronald C. Mullin, Combinatorics and Optimization; Ronald P. Schlegel, Health Studies; and John P. Schee, Mechanical Engineering.

Policy no. 53 requires that the Dean of the Faculty concerned shall inform the Committee in writing "of all the grounds and evidence supporting the recommendation to dismiss the faculty member." In his statement to the Committee, submitted 28 January, 1983, Dean Banks failed to provide the required written evidence and once again revised his charges against Professor Johnson as follows: The consequences of Professor Johnson's criminal behaviour and imprisonment have rendered him incapable of discharging the responsibilities of his position and thus, of fulfilling his contract of employment.

Professor Johnson's criminal behaviour represents gross misconduct, is inconsistent with the position of trust and responsibility bestowed on a Professor and is inconsistent with continuing his employment.

It was the decision of the Committee to bar legal counsel from the proceedings, notwithstanding Professor Johnson's desire to be so represented. Professor Lambert was, therefore, called upon to represent Johnson before the Committee. The Committee also decided to conduct closed hearings in view of the Crown's appeal of Johnson's sentence and to protect members of the Committee from unsolicited representations from the community. The Committee further decided, over Lambert's objections, to hear evidence on the first charge and to proceed to the second charge only if they found in Johnson's favour on the first charge. The second charge was never considered.

Professor Lambert registered objections to the Committee's proceedings orally and in writing on eight separate occasions. His objections included but were not limited to the following:

- that the Committee denied Professor Johnson's right to be represented by legal counsel, as contemplated by Policy no. 53, and it rejected the application of the Statutory Powers Procedure Act to its deliberations;
- that the Committee employed the services of the University's counsel, Mr. Reginald Haney, thus compromising its independence;
- that the Committee refused to permit the proceedings to be audio-taped, though minutes were taken;
- that the Committee exempted Dean Banks from the requirement to submit in writing "all the grounds and evidence" against Professor Johnson, as required in Policy no. 53;
- that the Committee required that all of Lambert's questions to Banks and the witnesses be directed to the Committee's Chairman, to be redirected at the latter's pleasure and in his words;
- that the Committee secretly took evidence in Lambert's absence on at least two occasions;
- that the Committee unilaterally decided to deal with the allegations against Johnson separately and serially; and
- that the Committee refused to hear all of the witnesses, and none of the psychiatric witnesses, requested on Johnson's behalf. The Committee ruled against each objection raised by Lambert.

The Committee's unanimous recommendation that Professor Johnson be stripped of his tenure and dismissed from the University was forwarded to President Douglas Wright on 31 May, 1983. The Board of Governors, chaired by Mr. Trevor Eytan, approved a like recommendation from the President following a four-hour hearing attended by Johnson on 22 June, 1983. On this occasion, Professor Johnson was represented by legal counsel, Mr. Gary Flaxbard, and Professor Lambert was permitted to appear only briefly as a witness. The judgment of the Board of Governors to dismiss was announced to the media in a terse statement on 23 June, one day before the Ontario Court of Appeal doubled Johnson's sentence. At the age of 51, Professor Johnson is the first tenured faculty member to be dismissed by the University of Waterloo in its 26 year history.

Note: the Academic Freedom and Tenure Committee has established a Committee of Inquiry to investigate the circumstances surrounding the dismissal of Professor Johnson.



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1981-82 holdings of research libraries in U.S., Canada

University libraries†	Overall rank‡	Volumes in library	Volumes added	Current serials	Spending for materials*	Spending for salaries*	University libraries†	Overall rank‡	Volumes in library	Volumes added	Current serials	Spending for materials*	Spending for salaries*
Harvard U.....	1	10,409,228	148,657	97,000	\$5,782,416	\$12,930,744	U. of Missouri	54	2,117,156	48,368	21,588	1,873,419	2,338,918
U. of California,							U. of Cincinnati...	55	1,330,758	52,201	18,229	1,815,229	3,597,393
Berkeley.....	2	6,117,424	189,651	102,265	4,169,260	11,670,545	Washington U. (Mo.)	55	1,883,737	42,037	15,558	1,829,571	2,566,808
Los Angeles.....	3	4,882,164	125,319	69,548	4,195,060	10,779,342	Virginia Polytechnic						
Yale U.....	4	7,725,424	146,303	57,679	3,425,885	8,351,627	Inst. and State U.	57	1,334,979	49,364	21,635	2,117,884	2,605,973
Stanford U.....	5	4,889,448	117,605	46,455	4,792,935	9,875,649	Brigham Young U.	58	1,574,100	50,593	16,707	n/a	n/a
U. of Toronto.....	8	4,789,740	165,660	44,007	4,037,714	10,740,980	Texas A&M U.....	60	1,503,098	45,293	15,223	1,983,573	2,609,301
U. of Texas.....	7	4,846,764	144,642	60,000	4,847,047	7,587,294	Purdue U.....	59	1,403,513	33,534	17,755	1,766,215	3,204,861
U. of Michigan.....	6	5,481,172	105,482	60,688	3,767,902	7,516,157	U. of Nebraska...	61	1,602,671	55,459*	20,859	1,757,449	2,312,896
U. of Illinois.....	9	6,242,615	151,490	93,913	4,019,841	6,666,517	Temple U.....	61	1,683,308	42,251	14,972	1,569,268	3,304,504
Columbia U.....	10	5,192,448	81,691	59,604	2,672,123	7,033,156	U. of South Carolina	61	1,949,985	55,721	15,203	1,711,552	2,412,976
Cornell U.....	11	4,401,660	79,636	54,643	3,157,739	5,928,458	Emory U.....	64	1,736,191	46,642	15,737	1,026,858	2,410,377
U. of Wisconsin	12	4,184,038	104,191	53,636	3,352,060	6,815,220	Georgetown U.....	65	1,343,971	55,556	17,761	1,751,429	2,846,335
U. of Washington	13	4,084,741	69,737	40,698	2,750,266	6,008,284	York U.....	66	1,379,915	50,955	20,017	1,428,184	3,107,084
U. of Minnesota...	14	3,945,397	72,304	47,032	3,010,551	6,875,630	Washington St. U.	66	1,304,500	38,521	30,850	1,548,782	2,754,484
U. of Br. Columbia	15	2,307,541	90,520	32,213	3,113,900	7,330,954	U. of Colorado....	68	1,927,699	39,492	19,441	1,730,097	2,739,438
U. of No. Carolina.	16	2,639,858	117,059	39,593	3,520,990	4,945,302	Brown U.....	69	1,804,982	41,603	14,251	1,590,306	2,605,305
U. of Arizona.....	17	2,741,442	102,401	31,797	3,996,488	4,494,089	U. of Houston.....	70	1,311,174	51,037	14,996	1,615,209	2,606,102
Indiana U.....	18	3,993,390	137,383	27,589	2,722,608	5,360,880	Florida State U....	71	1,413,613	42,874	15,541	1,636,511	2,638,899
Ohio State U.....	19	3,685,917	70,809	28,591	2,756,128	5,466,618	Vanderbilt U.....	72	1,483,428	34,396	16,315	1,671,705	2,351,223
Princeton U.....	20	3,430,242	66,960	30,927	2,898,532	5,377,077	U. of California,						
Pennsylvania St. U.	21	2,272,980	55,882	22,735	2,607,972	5,593,252	Irvine.....	73	1,023,518	40,139	14,228	1,920,818	3,191,991
U. of Chicago.....	21	4,565,591	124,279	47,419	2,004,950	4,380,778	U. of Tennessee...	73	1,447,350	45,830	20,054	1,944,711	2,536,389
New York U.....	23	2,698,871	85,140	27,925	2,345,301	4,840,161	U. of Oklahoma...	75	1,903,996	45,338	16,957	1,823,880	2,383,598
U. of Virginia.....	23	2,466,753	75,168	25,003	2,693,004	4,415,944	U. of Miami.....	76	1,411,297	31,847	17,283	1,598,648	2,699,647
U. of California,							State U. of New York,						
Devils.....	25	1,753,213	71,668	45,207	3,002,697	4,946,113	Stony Brook.....	76	1,321,278	48,495	18,579	1,727,393	2,497,453
U. of Pennsylvania	26	3,054,234	53,584	30,971	1,915,557	4,750,748	Wayne State U....	78	1,904,207	25,518	13,525	1,335,424	3,669,072
Rutgers U.....	27	2,024,215	53,188	21,769	2,466,182	5,859,020	U. of Tennessee...	79	1,421,342	29,333	24,320	1,452,034	2,382,739
U. of Alberta.....	28	2,231,193	84,737	14,594	2,879,623	5,631,029	U. of Utah.....	79	2,015,662	25,662	16,125	1,455,081	2,427,000
U. of Florida.....	28	2,285,945	54,436	31,477	2,446,470	4,254,577	U. of Massachusetts...	81	1,870,049	56,402	12,510	1,501,324	2,774,418
Duke U.....	30	3,084,412	75,062	29,126	2,533,703	4,098,134	U. of Oregon.....	82	1,540,340	37,536	20,000	1,762,787	2,195,581
State U. of New York,							U. of Rochester...	83	1,671,675	37,588	14,933	1,157,223	2,462,488
Buffalo.....	30	2,137,941	157,214	22,562	2,203,365	3,615,521	McMaster U.....	84	1,233,720	47,033	13,016	1,992,497	2,549,673
Northwestern U....	32	2,889,402	66,963	32,606	2,244,899	4,780,315	Queen's U.....	85	1,445,058	38,335	13,215	1,474,236	2,666,018
U. of Georgia.....	33	2,141,617	79,118	43,568	2,590,782	3,254,741	U. of Connecticut...	86	1,746,946	57,438	16,276	1,496,816	2,942,162
U. of So. California	34	2,170,774	65,385	33,021	2,525,300	4,199,694	U. of New Mexico...	87	1,086,529	42,503	15,878	1,374,232	2,246,383
Michigan State U.	35	2,807,156	92,929	20,301	2,296,850	3,917,646	State U. of New York,						
Howard U.....	36	1,242,553	63,359	21,402	3,356,216	6,084,260	Albany.....	89	1,027,943	47,479	15,436	1,454,997	2,122,035
U. of Kansas.....	37	2,251,917	62,565	27,812	2,603,008	3,578,659	Darkmouth C.....	90	1,475,654	41,716	18,098	1,376,022	1,902,232
U. of Pittsburgh...	38	2,386,504	47,262	17,702	1,949,305	3,941,781	U. of California,						
U. of California,							Riverside.....	91	1,075,121	41,944	13,977	1,517,408	2,628,958
Santa Barbara...	39	1,473,308	56,641	19,275	2,383,000	5,192,000	U. of Alabama.....	92	1,473,135	42,582	12,729	1,609,716	1,573,196
U. of Iowa.....	40	2,412,577	56,481	29,891	2,794,902	3,299,971	Tulane U.....	93	1,427,366	28,021	12,518	1,368,797	1,972,873
U. of Maryland...	41	1,516,990	44,959	19,832	2,199,359	3,951,840	U. of Guelph.....	94	1,340,750	102,175	9,104	1,363,000	2,244,000
U. of California,							Colorado State U..	95	1,315,520	37,368	16,029	1,166,275	2,202,154
San Diego.....	41	1,507,875	48,270	27,904	2,248,442	4,264,153	U. of Saskatchewan	96	1,083,069	44,921	10,184	1,292,216	2,171,192
U. of Hawaii.....	43	1,852,813	66,478	32,380	2,053,661	3,447,575	U. of Notre Dame...	97	1,499,252	35,583	10,852	1,307,972	1,780,098
Louisiana State U.	44	1,952,245	67,589	21,524	2,068,631	2,910,595	Case Western						
McGill U.....	45	2,127,348	58,781	14,802	1,684,986	5,526,192	Reserve U.....	98	1,410,669	18,231	13,404	1,140,941	2,132,216
Boston U.....	46	1,395,964	48,621	24,908	2,249,999	2,843,436	Kent State U.....	98	1,437,457	40,542	8,706	970,715	2,163,198
Arizona State U....	47	1,597,140	70,119	19,375	2,384,753	2,889,674	Rice U.....	100	1,109,797	37,883	11,675	1,390,502	1,472,297
U. of Kentucky...	48	1,854,088	37,306	34,624	2,058,863	2,801,186	Oklahoma State U.	101	1,307,732	29,903	14,196	1,272,485	1,455,172
Southern Illinois U.	48	1,716,213	47,678	20,364	1,878,751	3,530,819							
Syracuse U.....	50	2,010,009	57,415	20,430	1,600,356	2,722,169							
Massachusetts Inst.													
of Technology...	51	1,869,173	24,722	19,843	\$1,598,201	\$3,417,969							
Johns Hopkins U.	52	2,369,926	25,999	19,541	1,868,897	2,856,873							
U. of Western													
Ontario.....	52	1,403,508	48,206	21,000	2,002,798	3,898,667							

† Libraries are not supposed to report figures for their branch campuses.
 ‡ Based on an index developed by the Association of Research Libraries for quantitative comparisons. The index takes into account volumes held; gross number of volumes added; microfilms held; current serials received; expenditures for library materials; binding, salaries and wages; other operating costs; and number of professional and nonprofessional staff members.
 * Figures for Canadian libraries are expressed in U.S. dollars.
 n/a Data not available.

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University of New Brunswick Saint John Campus DEAN OF FACULTY

The Dean is responsible for co-ordinating and directing academic work of five Divisions, comprising disciplines in Arts, Science, Administration, Computer Science and Engineering; 1000 full-time students and 300 FTE part-time students; 70 faculty members. Degree programs in Administration, Humanities, Science, Social Science and Data Analysis; partial programs in Engineering, Computer Science, Education and Physical Education. Some graduate work offered. Application/Nominations will be received until March 15th or until appointment made.

Qualifications: Ph.D. or equivalent; record in teaching and scholarship; administrative experience. Dr. T.J. Condon, Vice-President (Saint John), Chairman, Dean's Search Committee, Office of the Vice-President, P.O. Box 5050, Saint John, N.B., E2L 4L5.

C.A.U.T. INCOME TAX GUIDE 1983

Preface notes

1. All references are to the Income Tax except as where otherwise noted.
2. The figures in the 'French' quotation marks («») refer to the corresponding sections of the Taxation Act of the Province of Quebec.
3. For constitutional reasons, there is no withholding tax levied by the Province of Quebec on the rental or other income of non-residents, hence there are no corresponding sections in the Taxation Act of the Province of Quebec.
4. There is no treaty that binds the Province of Quebec with a foreign country. However, section 488 of the Quebec Taxation Act and Regulation 488R1 made thereunder give effect in Quebec to the principles embodied in the treaties that Canada has signed. Consequently, income of non-residents exempted under a Canadian treaty will not be subject to Quebec income taxes.
5. Interpretation bulletins (which are not technically binding on the government but which will probably be followed by it) as issued by the Department of National Revenue, Taxation, will be referred to by the Department's issue number, i.e., 'IT-221R'.

The income tax consequences of the distinction between employment and business income.

The Income Tax Act contains no statutory definition of 'income' although Section 3 «28» does list the basic rules for computing the amount of a taxpayer's income for a taxation year. The Act distinguishes the various sources of income. The most important distinction for the majority of university teachers is that applied to income from an office or employment in contrast to income from a business or profession.

Employment income is the teacher's salary or other remuneration received by him for the performance of duties arising from his 'contract of service' as set out in sections 8 and 6 «32-33, 36-46». Section 8 «59-79» describes the expenditures which may or may not be deducted from employment income and are specifically limited to those enumerated in this section. (Subsection 8 (2) «59»).

Business income (Section 9 «80-82») includes all remuneration received by a teacher for professional services rendered under a 'contract for service'.

A professor may find it to his advantage to consider the distinction between these two sources of income, as described below, because of the significant differences in the deductions which are allowable therefrom. In the case of income from an office or employment, only a restricted list of statutory deductions is permitted, whereas the recipient of business income may generally deduct any reasonable expenses other than payments on account of capital which were incurred for the purpose of earning the income. Amortization of capital costs is usually deductible against business income in the form of capital cost allowances (depreciation), as provided by the Act.

Income from employment

A teacher's salary received as recompense for teaching and administrative duties is normally classified as income from employment. To this must be added fringe benefits which represent additional or supplemental remuneration from employment. Fringe benefits are generally non-cash emoluments.

Interpretation Bulletin IT-470 enumerates the various common types of fringe benefits and indicates whether or not the value thereof should be included in the employee's income. IT-470 replaces the previous IT-71R, and is applicable to 1981 and subsequent years. A special release amending certain paragraphs of IT-470 was issued on February 22, 1982, applicable as of January 1, 1982. It should be noted that IT-71R remains in effect for 1980 and prior taxation years.

Studies dealing with the income tax implications of Wage Loss Replacement Plans (Long Term Disability) in particular and with fringe benefits in general are available from CAUT or OCUFA.

Fringe benefits included in income

Examples of fringe benefits which must be included in income from employment for 1982 and subsequent years are:

- a) premiums paid by a university to or on behalf of an employee for provincial hospitalization or medical care insurance plans except for the mandatory portion which the employer is to contribute under the plan;
- b) allowances for personal or living expenses received from his employer;

- c) the value of the benefit received through an employee's personal use of an automobile owned or leased by his employer. For 1982 and subsequent years the automobile standby charge has been increased from 1% to 2% of the original cost per month in the case of employer owned automobiles, and from 1/3 to 2/3 of the annual lease costs in the case of employer leased automobiles. Some adjustment (except in the Quebec Income Tax Act) may be allowed if the personal use is less than 12,000 kilometres per annum. The personal portion of operation costs is a separately calculated benefit, based on the personal kilometres driven;
- d) wage loss benefits received out of a sickness or disability insurance plan maintained by the university. (Consult the study mentioned above and IT-428 for further details);
- e) that part of a premium paid by the university for group life insurance in excess of \$25,000;
- f) imputed interest on interest-free and low-interest loans made by an employer to an employee in certain circumstances after 1978. Prior to 1982 interest on housing loans not exceeding \$50,000 were considered to be non-taxable benefits. This exemption has been discontinued except for loans for which arrangements were made in writing prior to November 13, 1981, in which case, the exemption given will be \$40,000 in 1982 and \$20,000 in 1983 (Section 80.4). Quebec has never exempted housing loans.
- g) remission of tuition fees provided by an educational institution to its staff members (unless the course was undertaken for the staff member for the benefit of the employer) or their children. This was a change in policy from what was previously expressed under IT-71R. It applies to 1981 and subsequent years.

Fringe benefits not included in income

Examples of fringe benefits which need not be included in income are as follows:

- a) transportation to the job in cases where employers find it expedient to provide vehicles for transporting their employees from pick-up points to the location of employment at which, for security or other reasons, public and private vehicles are not welcome or practical;
- b) an employer's cost of providing recreational facilities for employees' use without charge or for a nominal fee;
- c) an employer's contributions to a private health services plan, including dental services for employees as well as the value of benefits flowing from the plans;
- d) moving expenses paid or reimbursed to an employee under certain prescribed circumstances;
- e) free parking provided for employees;
- f) a reimbursement of the costs of attending a convention where an employer requires an employee to attend in the line of duty associated with his employment;
- g) the employer's contributions to a wage loss replacement plan for employees. (See the study referred to above for full details).
- h) transportation passes except for airline passes under certain space-confined basis.
- i) termination payments

Income from a business

Many teachers provide services as independent contractors for their universities or for other institutions under a *contract for services* which is not an employment contract and which does not give rise to income from employment. Aside from his regular salary, a professor may derive income from royalties, consulting fees, writing lectures, appearances on television or radio, all of which are usually classed as income from a business or profession. In computing taxable income the teacher may deduct such expenses as are allowable from business or professional income, however, the \$500 employment expense deduction will not be available against this income.

In addition to routine teaching duties a professor may teach special courses in summer or night programmes or in graduate school. Whether a contract of service (an employment contract) or a contract for services (a business contract) exists will depend upon the facts of each case. Revenue Canada, recently supported by the courts, has concluded that special teaching services are often performed under an employment contract particularly where subjects are taught under the same conditions and discipline as apply to courses in the regular curriculum.

Contract for services

However, in some circumstances, the teaching of non-credit courses may be performed under a non-employment arrangement. Some of the factors which provide evidence of a contract for services for the teaching of non-credit courses are as follows:

- a) A contract of service (employment) generally exists if the per-

son for whom the services are performed has the right to control the amount, the nature and the direction of the work to be done and the manner of doing it. A *contract for services* (non-employment) exists when a person is engaged to achieve a prescribed objective and is given all the freedom he requires to attain the desired result. (From Interpretation Bulletin IT-312, paragraph 4).

b) Under a contract for services the teacher's discretion and responsibility for expenses incurred by him in providing the services should be clearly defined in a formal contract or exchange of correspondence.

c) The employment of the services of others by a teacher in carrying out his contractual obligation is evidence of a contract for services.

d) A contract for services may be implied where a teacher supplies services to more than one university or institution. It may also be helpful to examine the four tests applied by the courts in some of the recent cases on the subject of self-employment. The four tests are: 1. the control test; 2. the integration test; 3. the economic reality test and 4. the specific result test. Details relating to these tests can be found in the Tax Column of the December, 1980 issue of the CAUT Bulletin.

Many universities enter into separate contracts with teachers for the above mentioned supplementary services. Where a university pays for such invoice through accounts payable, or reports the income on the T4A «TP4A» form rather than on the T4 «TP4», such practice provides evidence that the university does not consider the remuneration to be employment income. In addition, the university should not withhold any income tax, CPP «QPP» or UIC on these payments. Administratively, this greatly strengthens the teacher's position when he reports the fees as business income on his tax return, although it does not change the proper legal characterization of the relationship between the taxpayer and the payer.

A professor who teaches a specialty course within the university confines, but on behalf of an outside institution, would do well to arrange for payment directly from the sponsor. If the remuneration is channelled through university payroll and reported on the T4 «TP4» form the recipient may experience some difficulty in persuading his District Taxation Office that it is business income. His prospect for success would improve if the income were paid through accounts payable on receipt of invoice from the teacher or reported on a T4A «TP4A». Many universities will honour such requests.

Clearly, it is to a teacher's advantage to have all of his business income recognized as such because of the broader range of deductible expenses. For instance, if a teacher maintains an office in his home in order to earn business income, the expenses of that office are deductible from his business income. (See office expenses, below). Since no income tax will be withheld at source from business income, the taxpayer should bear in mind that he must make up for this deficiency when his annual income tax return is subsequently filed. Furthermore, unless tax is deducted at source from at least three-quarters of a taxpayer's 'Net Income' for a taxation year, he is required to make quarterly instalment payments. (See Individual Income Tax Return for calculation of 'Net Income'). (Subsection 156 (1) «1026»).

Deductions from employment income

Section 8 «59-79» specifies the deductions which are permitted from employment income. Subsection 8(2) «59» contains the general limitation that, except as permitted by section 8, no other deductions are allowable. In contrast, all reasonable expenses of earning business or professional fee income are deductible for income tax purposes, except capital outlays which are generally amortizable.

Allowable deductions from employment income include the following:

- a) **Employment expenses** — available to all employees except corporate directors up to 20% (as of the April 19, 1983 budget) of employment income with a limit of \$500. (Paragraph 8 (1) (a) «60»).
- b) **Legal expenses** — an employee may deduct legal expenses incurred in collecting salary from an employer or former employer. (Paragraph 8 (1) (b) «77»).
- c) **Teacher's exchange fund** — a single amount in respect of all employment of the taxpayer as a teacher, exceeding \$250 paid by him in the year to a fund established by the Canadian Education Association for the benefit of teachers from Commonwealth countries present in Canada under a teachers' exchange arrangement. (Paragraph 8 (1) (d) «79»).
- d) **Travelling expenses** — incurred by an employee.

i) who is ordinarily required to carry on the duties of his employ-

ment away from his employer's place of business or in different places, and;

ii) who has a contractual obligation to pay travelling expenses in the performance of his duties and for which he is not reimbursed by a travel allowance.

Relevant situations might arise where a teacher participates in an exchange programme or is required to commute between two campuses of the same university or employer at his own expense (Paragraph 8(1)(h) <68>). Expenses incurred for travelling from home to the place of employment are however not deductible.

If the use of an automobile is involved, interest and capital cost allowances (depreciation) may be included in the travelling expense (Paragraph 8(1)(i) <64>). (T-272) (See "Automobile Expenses" below).

In Quebec the interest paid on a loan, made for the purchase of an automobile is only deductible if the automobile is used exclusively to carry on the duties relating to employment. Consequently, the interest cost of an automobile employed for both business and personal use is not deductible. This applies only in respect of the provincial income taxes of Quebec residents and not to their federal income taxes.

c) *dues and other expenses of performing duties.*

i) dues for membership in professional societies are not deductible from employment income unless the payment of the dues is necessary to maintain a professional status recognized by statute. If membership is necessary to earn business or professional income the dues will be an allowable deduction therefrom. (Subparagraph 8(1)(i) <68a>).

ii) faculty association fees qualify as union dues and are deductible from employment income. (Subparagraph 8(1)(i) <68b>).

iii) office rent, salary to an assistant or substitute, or cost of supplies if required to be paid by the employee by his contract of employment. (Paragraph 8(1)(j); subparagraphs (ii) and (iii) <78>).

f) *unemployment insurance premium* — (Paragraph 8(1)(k) <70a>).

g) *Canada or Quebec Pension Plan contributions* — Paragraph 8(1)(l) <70b>.

h) *contributions to a registered pension plan (RPP)* — up to \$3,500 (\$5,500 in Quebec) each year in respect of current services if retained by the employer from salary. (Paragraph 8(1)(m) <70R, 71>). If the employee's contractual contribution to the plan is less than \$3,500 (\$5,500 in Quebec) then all or part of the shortfall may be made up through voluntary contributions if the plan so provides.

Independently of the above, a teacher may, if his registered pension plan so permits, make additional voluntary contributions up to \$3,500 (\$5,500 in Quebec) a year in respect of past services. (Subparagraph 8(1)(m) <71>). A teacher employee of Her Majesty or by a tax-exempt organization such as a university is allowed this privilege as long as he has at least one year's prior eligible service, either with the present employer or with a previous employer if the current employer's Registered Pension Plan recognizes the service with a previous employer. (Section 8(7) <73>).

On other words, a teacher may put as much as \$7,000 (\$11,000 in Quebec) a year into his registered pension plan.

i) *contributions to a registered retirement savings plan (RRSP)* — a teacher may choose to supplement his university pension by paying premiums into a registered retirement savings plan. Such premiums are deductible up to a limit of the lesser of 20% of his earned income and \$3,500, minus the amount of his registered pension fund contribution including both current and past service contributions. If paid within 60 days after December 31, the RRSP contribution may be treated as if it was paid in the prior year, in which case it will be measured against RPP contributions of that year for deductibility.

Should a teacher contribute at least \$3,500 to his RPP (either for current services or both), he will not be entitled to any deduction for any amount contributed to an RRSP. However, he will still be entitled to deduct the contributions to the RPP up to \$7,000 as discussed, even though he contributes to an RRSP.

If you do contribute to an RRSP and you cannot deduct the contribution in that or the prior year, because for example you have contributed \$3,500 or more to an RPP, you may obtain a refund of the excess contribution from the issuer of the plan. You should obtain form T3012 from your local District Office for this purpose. In the year you receive a refund of your excess contribution, the amount received must normally be included in your income and is subject to tax, however, the refund will not be taxed provided the refund of the excess is received before the end of the year following that in which the Assessment Notice disallowing the deduction is received.

For example, suppose you contribute \$1,000 to an RRSP in January, 1982 which you cannot deduct in either 1981 or 1982, and your 1982 tax return is assessed in 1983. "Disallowing" the \$1,000 deduction (you may not have even claimed it knowing it was not deductible). The refund of the \$1,000 must be received by the end of 1984 to be exempt from tax.

Where the contribution in a year in respect of an RRSP is in excess of \$5,500, the refund of the excess contribution will be fully taxable. Alternatively, if such an excess is left in the plan, there will be a penalty tax of 1% per month levied on the excess contributions until repaid.

For employees who are not entitled to benefits under a registered pension plan the limit of contribution into an RRSP is the lesser of 20% of earned income and \$5,500. (Subsection 146(5) <92z>).

A taxpayer may also claim a deduction for payments into a retirement savings plan registered in the name of his spouse. In such cases, the limits described above will apply to the aggregate of contributions to both RRSPs. (Subsection 146(5.1) <92zb>).

In the past, some taxpayers have contributed tax deductible dollars to a spousal RRSP which would be immediately deregistered thus bringing the funds into the income of the spouse. Subsequent amendments require that spousal plan contributions deductible in the year and deducted in the previous two years must be included in the income of the contributor if withdrawn during the year. (Subsections 146(8.3), (8.5), (8.6) and (8.7) <931, 931.3, 931.4, 931.5>). The deductibility of interest on funds borrowed to contribute to registered pension plans (RPPs) and registered

retirement saving plans (RRSPs) has been withdrawn for loans taken out after November 12, 1981. Taxpayers who contribute their own savings to these plans will be unaffected.

The new law, applicable on March 30, 1983, prohibits any deduction for interest on indebtedness incurred for the purpose of making a contribution to a registered pension plan RPP or a registered retirement savings plan (RRSP).

For the 1982 and subsequent taxation years, a taxpayer will be allowed to transfer funds on a tax-free basis from his registered retirement savings plan to a registered retirement savings plan for his spouse or former spouse from whom he is living apart where a court orders a division of the plan between spouses on or after the breakdown of the marriage.

Until recently, a taxpayer nearing retirement was offered two choices for funds held in an RRSP: either convert the balance into a life annuity before his 71st birthday, or withdraw the funds before that time and pay tax on them immediately. These rules were amended in 1978 to offer at least two further alternatives. Now, after age 60 and before the end of the year in which you reach age 71, you will have the choice of either withdrawing the funds and paying tax on them immediately, or converting your RRSP into one or any combination of:

— an annuity for life,
— an annuity for a fixed term to age 90, or
— a new plan, called a registered retirement income fund (RRIF), out of which payments will be made to you each year to age 90.

The term of years under either of the latter two alternatives may, if you choose, be based instead on the age of your spouse — so that payments out of the fixed term annuity or the RRIF can be spread over the period to the year in which the younger of you reaches age 90.

An article entitled "Income Tax and Senior Citizen" has been published by CAUT and copies are available upon request from CAUT or OCUFA. The article deals with a number of income tax issues which are of particular interest to persons who are approaching, or who have reached retirement age.

i) *contributions to a registered home ownership saving plan (RHOSP)* — An individual who does not own a house may contribute to a RHOSP up to \$1,000 a year for a total amount of \$10,000. The RHOSP may not be held longer than 20 years. The contributor must be a Canadian resident and may have only one plan in a lifetime although he can transfer a plan from one institution to another. Contributions are deductible from income, and the earnings of the fund are not taxable.

Contributions are only deductible for the year if made on or before December 31. No contribution may be deducted for a year if in that year and the immediately preceding year, an owner or spouse with whom you resided during both years had an owned occupied home or owned wholly or partly any other residential real estate.

Withdrawals will not be taxed if applied to the purchase of an owner-occupied home; in contrast to the RRSP where the tax is merely deferred. If the RHOSP funds are not eventually put to their intended use they may be withdrawn subject to tax. (Section 146.2 <936-961.1>). Interest on money borrowed for a RHOSP is not tax deductible. For residents of Quebec, the \$1,000 annual deduction for RHOSP contributions will be discontinued after 1982 for Quebec income tax purposes. After 1982, holders may continue to accumulate funds for the purpose of eventually acquiring a house. If the RHOSP funds are used in 1982 to buy a new house, Quebec will allow a special additional deduction of twice the 1982 contribution to the RHOSP. The April 19, 1983 Federal Budget (which is not yet law) proposed two temporary provisions, as follows:

1. For 1983 and 1984 holders of an RHOSP would be allowed a special tax deduction equal to \$10,000 minus the total of all previous contributions, on the condition that the accumulated funds be withdrawn and used to purchase a new home in Canada between April 19, 1983 and March 1, 1985.

2. Tax-deductible withdrawals would be allowed from April 19, 1983 to December 31, 1983 on the condition that such amounts withdrawn be used to purchase new home furnishings delivered by February 29, 1984. Quebec intends to follow a similar policy for those already contributing to a RHOSP. *k) moving expenses* are deductible only from the income of the new job and where the taxpayer has moved at least 40 kilometres closer to the new job location. Expenses may include travel, transportation and storage of household effects, temporary lodging and meals, cancellation of a lease or cost of selling the former residence, legal fees in connection with the purchase of a new residence and any taxes on the transfer or registration of title to the new residence if the taxpayer or his spouse has sold their old residence as a result of the move. (Paragraph 62(3) <350>). There is a time limit of 15 days in respect of temporary lodging and meals. (See Rev. Can. Tax pamphlet "Moving Expenses", IT 178R2 and form T1-M).

If the moving expenses are greater than the income earned at the new location, the excess may be carried forward and deducted from such income in the following year.

The general rule is that only moves within Canada qualify; however, there are certain exceptions for students.

If you change residences to begin full-time attendance at an educational institution (whether or not it is in Canada), you may deduct expenses incurred in moving from your old to new residence (at least one of which must be in Canada), if it results in your living at least 40 kilometres closer to the new institution. Such expenses may be deducted only against award income such as scholarships, fellowships, research grants and similar awards and only to the extent that such income is reported on your income tax return.

Students who leave Canada to study or foreign students coming to Canada to study at post-secondary educational institutions are entitled to deduct moving expenses from scholarships, fellowships, research grants and similar award income.

If you return to Canada from attending a foreign institution as a full-time student in order to take up employment or to carry on business, you may not deduct the moving costs of returning to Canada.

1) *child care expenses* may normally be claimed only by the mother although the father may be eligible under certain circumstances. Costs of babysitting or day nursery services, lodging at a board-

ing school or camp qualify if they conform to the specified rules and are within the stated limits. Expenses must be incurred for the purpose of permitting the claimant to be employed, carry on a business or engage in research or similar work in respect of which the individual has received a grant.

Expenses must be for care in Canada and are deductible only for the year in which they were incurred and paid. However, Canadians serving abroad in the armed forces, in aid programs and at diplomatic posts are considered to be residents of Canada for tax purposes. (Subsection 250(1)). These parents, and others who have been deemed by the Income Tax Act to be resident in Canada in the year in which child care expenses are incurred in foreign countries, are allowed to deduct child care expenses on the same basis as a taxpayer actually resident in Canada. A teacher on sabbatical in a foreign country, although probably still considered to be a resident of Canada is not deemed to be a resident under Subsection 250(1) unless he fits one of the descriptions therein, and will be allowed to deduct child care expenses only if the expenses are incurred in Canada. (See Residency discussed below and see Revenue Canada Tax Pamphlet "Child Care Expenses").

m) *Stock Savings Plan (SSP) (Quebec residents only)*

An individual residing in Quebec on the last day of the taxation year may deduct from his taxable income, for the purposes of Quebec tax only, the cost of eligible stocks purchased during the year for a Stock Savings Plan (SSP). The allowable deduction will generally be the lesser of the cost of the stocks or 20% of his earned income less contributions to a Registered Pension Plan (RPP), a Registered Retirement Savings Plan (RRSP) or a Registered Home Ownership Savings Plan (RHOSP). However, the total of all contributions to the four plans cannot exceed \$15,000. Thus, a teacher with an income of \$40,000 and contributions of \$3,500 to a RPP and a RRSP may invest \$4,500 in a SSP, i.e., 20% of \$40,000 less \$3,500. A particularly interesting feature is the permanent tax savings if the stocks are left at least two years in the Plan. Stocks will be eligible if they meet certain criteria and are issued by eligible corporations. Stock certificates must be sent directly to a broker and held by them for safe keeping. Finally, since May 10, 1983, certain stocks are eligible for a deduction equal to 150% of their purchasing price.

Deductions from business income

Generally speaking, a taxpayer may deduct from business income those current expenses or costs which were incurred by him in order to earn the income, provided that the expense is reasonable, is not in the nature of a personal or living expense and is not for the purpose of obtaining a permanent asset of an enduring value, i.e., a capital outlay. Allowable expenses will be deductible in the year incurred unless normal accounting treatment requires them to be deducted in a later year (e.g. prepaid fees, insurance, etc.) or the Income Tax Act requires them to be deferred (e.g. certain reserves).

Typical examples of expenses incurred by teachers to earn business income are books, journals, travelling, office supplies and facilities, telephone, postage, typing, photocopying and wages for part-time help. They must be prepared to document such expenses if requested to do so.

Commencing January 1, 1980 an individual in business may deduct salary paid to a spouse, providing the expense meets the normal tests. Prior to that, an individual could only pay a salary to his spouse through a corporation.

The computation of office expenses and the cost of the use of an automobile may be rather complex and will be described in some detail, as follows:

Special note: business deduction and business losses

Recently, Revenue Canada has been re-assessing people who have been deducting "business losses" from other sources of income (i.e. regular university salary). The position of Revenue Canada is that these people are not in business because they have "no reasonable expectation of profit". This has hit particularly hard visual artists who are also Fine Arts professors, writers and people in the consulting business.

The question of "reasonable expectation of profit" is a gray area. The appeal cases stated that the burden of proof is on the taxpayer, especially if he/she is claiming a loss, to show that the activity is really a viable business with some chance of making a profit. In some appeal cases, the taxpayer has won and the losses were allowed but in other cases the department's disallowance of the deduction was upheld. CAUT can provide you with more details on the Tax Appeal Cases and you should also see the articles in the December 1, 1983 and the February 1, 1984 issues of the CAUT Bulletin.

Office expenses

If a professor requires an office to earn business income and uses the office exclusively for earning business income, he may establish one in his home and deduct the proportion of total expenses reasonably related to earning the business income. If the home has eight rooms of which the office is one of average size, then one-eighth of all costs of maintaining the residence may be deductible.

The maintenance costs of the office may include a reasonable proportion of the realty taxes, repairs, redecorating, insurance, heat, light, water, cleaning and mortgage interest. Capital cost allowances (depreciation) on the office portion of the house are also deductible but it is recommended that where there has been no material structural change to the house in setting up the office they not be claimed for the following reasons:

a) capital cost allowances are subject to recapture upon the sale of the property, or upon its conversion back to personal use, if no actual decline in value has occurred. Under present inflationary conditions decline in value is very unlikely to occur, which would nullify any advantage gained by claiming the allowances;

b) a taxpayer who claims capital cost allowance renders himself liable to taxable capital gains upon the office portion of his home when he sells or converts to personal use. Full exemption from capital gains tax under the principal residence rule will be preserved if the taxpayer refrains from claiming capital cost allowance. (See

IT-120R2, paragraphs 35, 36 and 37.) Only one home per married couple is eligible for the principle residence exemption with respect to gains accruing after 1981.

Where there has been a structural change in the building so that the use for business is of a more substantial and permanent nature, then the portion used for business will cease to be eligible for exemption from tax on any capital gain, whether or not capital cost allowance is claimed. (IT-120R2 paragraph 38).

Capital cost allowance on furniture and equipment may safely be deducted if the owner is confident that depreciation in the amount being claimed will actually occur during the period of business use. The rate under Class 8 is 20% and is applied to the fair market value at the time they were converted from personal to business use or to cost if acquired directly for business purposes. At the close of each year the capital cost allowance (depreciation) will be deducted from the capital value of the assets and the depreciation claim for the following year will be 20% of the residual balance which is described as the "undepreciated capital cost". (See example below). Except in isolated circumstances, it is proposed that property acquired after November 12, 1981 be only eligible for one half the normal rate applicable to the particular capital cost allowance class in the year of acquisition.

Automobile expenses

Travelling expenses frequently include the costs of owning and operating an automobile which is used partly for business and partly for pleasure. A claim for the expenses requires some record of the total costs and of the portion reasonably allocable to business use. If requested, the taxpayer should be prepared to satisfy the Tax Department that he is entitled to the expenses claimed. He should be able to produce vouchers for the listed automobile expenses and to support both the total kilometres and the business kilometres travelled during the year. Therefore, it is a good idea to use credit cards as much as possible rather than cash and to keep receipts. Note that business use does not include travelling to and from work but only travelling in the course of carrying on the business, including out-of-town business trips. If a taxpayer's business office is in his house he may claim the costs of travelling between his office and the premises of his clients.

Operating expenses will include gasoline, oil, repairs, supplies, tires, parking, carwash, licence, finance costs and insurance. Subject to the half-year rule mentioned above, capital cost allowance may be claimed at the rate of 30% of the undepreciated capital cost of the assets in the class, being the original cost less accumulated depreciation. In Quebec, the costs of depreciation are limited to 1/5 of the depreciation to which the contributor would have right if he used his automobile solely for business affairs. The rate of depreciation will then generally be reduced to 6%. Finally, in Quebec the maximum eligible capital cost is \$12,000.

A travel record should be kept and the cost per kilometre determined by dividing the total cost by the total kilometres. This unit cost may then be applied to the number of kilometres travelled on business.

If the taxpayer has traded in his car during the year he must add the purchase price of the new one to the undepreciated residue or undepreciated capital cost of the old car. For the purposes of calculating the capital cost allowance in the year of acquisition, the taxpayer would first calculate the capital cost allowance on the undepreciated balance at the beginning of the year, and add it to the calculation of capital cost allowance on one-half the cost of acquisition less the proceeds of disposition in the year.

If there were no acquisitions in the subsequent year, capital cost allowance would be calculated in the normal manner on the full undepreciated capital cost at the end of the taxation year.

An example may clarify:

Car purchased in 1980 for	\$8,000
Capital cost allowance for 1980	
— 30% of \$8,000	2,400
Undepreciated capital cost — December 31, 1980	5,600
Capital cost allowance for 1981	
— 30% of \$5,600	1,680
Undepreciated capital cost — December 31, 1981	3,920
Capital cost allowance for 1982	
— 30% of \$3,920	1,176
Undepreciated capital cost — December 31, 1982	2,744

In 1983 the taxpayer traded this car in for a new one priced at \$10,000. He paid \$5,000 in cash and received a trade-in allowance of \$3,500. The new capital cost allowance is determined by setting up notional separate classes for both the old and the new cars as follows:

1st Car	
Capital cost allowances for 1983	
— 30% of \$2,744	\$ 823
2nd Car	
Capital cost allowance for 1983	
— 30% of (\$10,000 - 3,500)	
2	975
	1,798

The undepreciated capital cost at the beginning of 1984 would be \$7,446 (\$2,444 plus 10,000, less 3,500, less 1,798).

His statement of automobile expenses for 1983 might comprise the following:

Operating expenses	
Gasoline	\$2,000
Car wash	45
Parking	40
Repairs	150
License	45
Insurance	400
Finance charges	300
	\$2,980
Capital cost allowance	1,798
Total	4,778
Kilometres travelled	
Old car — odometer reading when sold	64,000

— odometer reading January 1, 1983	53,000
Kilometres — old car	11,000
New car — odometer reading December 31, 1983	9,700
Total kilometres — both cars for year	20,700
Cost per kilometre — 23 cents	
(4,778 ÷ 20,700)	
Total business use of automobile for the year	3,000 km
Automobile expense claim — 3,000 × 23	\$690

In Quebec, certain fixed expenses, such as insurance, finance charges and licences, are no longer deductible. From among the operating expenses (gasoline, repairs), a minimum sum of \$75 per month is assumed to be for personal use. However, the formula outlined above will apply in respect of the federal income taxes of individuals living in Quebec.

Business or professional fee income

Taxpayers must file a statement of business income and expenses, if applicable, with their income tax returns. For this purpose Form T2032 — Statement of Income and Expenses — is available from any District Taxation Office. The statement may cover a taxation year ending on December 31 or any other fiscal period which has been properly adopted by the taxpayer. (See "Fiscal Year" below). The following statement is a typical example:

Income Statement for the Year Ending December 31, 1983	
Income — professional fees earned	\$4,000
Expenses	
Office (see statement below)	460
Stationery and supplies	50
Books and periodicals	200
Professional society fees	60
Automobile (see above)	480
Capital cost allowance — furnishings	480
Total	\$1,730
Net professional income	\$2,270

Statement of office expenses

Realty taxes	\$1,000
Interest on mortgage	1,600
Insurance	200
Heat	600
Telephone	150
Water	75
Light	55
Total	\$3,680

One-eighth of the office occupies one room of average size in an eight-room house.

Statement of capital cost allowance — furnishings and equipment

Class 8 — 20%	
Undepreciated capital cost January 1, 1983	\$2,000
Purchase — electric typewriter	850
Less proceeds of disposal of old typewriter	50
December 31, 1983	2,800
Capital cost allowance for 1982	
— 20% of 2,000	400
— 20% of (850 - 50)	80
2	480

Capital cost allowance has been deducted only in respect of furniture and equipment. No allowance has been claimed on the office portion of the residential building so as to avoid the possibility of recapture of depreciation and taxable capital gains when the property is sold or converted to personal use.

Personal Service Corporations

In the past, executives and highly paid employees have attempted to reduce their personal tax burden by interjecting a corporation between themselves and the persons to whom they provided personal services. Frequently, this corporation was used to split the executive's or employee's income among his family members.

Such corporations now pay a federal tax of 46% less a 10% abatement, plus provincial tax which varies from 10% to 16%, for an overall rate of 46% to 52%.

To ensure that individuals who use such corporations do not retain any undue advantage through the corporation, the only deductions allowed to the corporations are the wages, salaries and other employment benefits paid to these incorporated individuals.

Fiscal Year

If a taxpayer carries on a business he may adopt a fiscal year for reporting business income which may not coincide with the calendar year and which may result in a deferral of income tax payments. For instance, suppose the fiscal year of an unincorporated business ends on January 31, 1983. The income for the twelve months ending January 31, 1983 will not be reported by the taxpayer until he files his 1983 income tax return, in spite of the fact that 11/12ths of the business income was earned in 1982. Once a fiscal year has been established it may not be changed without approval of Revenue Canada, Taxation. (Subsection 248 (1) "Fiscal period")

Accounting for professional income

Under the new Act the option of reporting income for professional services on a "cash" basis no longer prevails. Rather, the taxpayer must declare all such income in the year in which it becomes receivable regardless of whether or not it is actually received. An account for services rendered will be deemed to have become receivable on the date when the bill for services is presented; the date when the bill would have been presented if there were no delay in presenting it; or the date when payment is received; whichever is earliest. (Section 34 «215-216»). In certain circumstances, an

offsetting deduction may be claimed against receivables as a reserve against doubtful or bad debts or for goods or services still to be rendered in the future. (Paragraphs 20 (1) (i) (m) and (n) «140, 150, 152»).

Scholarships, fellowships, bursaries, prizes and research grants

The Income Tax Act does not define the terms "fellowship", "bursary", "scholarship", "prize" and "research grant". However, Interpretation Bulletin IT-75R2 contains the Department's descriptions of these awards and its view of their treatment under the Act. The name applied to any specific grant may not be indicative of its true nature. For instance, in some circumstances an award bearing the title "fellowship" may be classified as a "research grant" for tax purposes. (IT-75R2, paragraph 17).

Scholarships, fellowships, bursaries and prizes

Paragraph 56 (1) (n) «312g» requires that the total of all amounts received during a year in respect of any or all of the above excess of \$500 must be included in income. Where a grantee receives payments of \$500 or more in two successive calendar years, the \$500 deduction may be claimed in each year resulting in a total deduction of \$1,000. It may, therefore, be advantageous to ask the granting agency to pay these awards over two or more calendar years. Teachers and students are reminded that in some situations both moving and child care expenses may be deducted from these types of grants. (Sections 62 and 63 «347-356»).

Research grants

As mentioned above, the aggregate of the bursary type awards received in a year is eligible only for the \$500 deduction. (Paragraph 56 (1) (n) «312g» (IT-75R2, paragraph 1). In contrast, awards deemed to be research grants for tax purposes must be declared as income to the extent that they exceed allowable research expenses. (Paragraph 56 (1) (o) «312h» and the \$500 exemption is not applicable in this case. Personal or living expenses such as meals and lodging are normally not allowable, but may be deducted when they come part of travelling expenses incurred in carrying on the work away from home.

Revenue Canada, Taxation has now expressed its view of what can be considered a research grant. If the primary purpose of the grant is to enable the recipient to further his education/training, then the grant will be considered a fellowship and the expenses not deductible. If, on the other hand, the primary purpose of the grant is to enable the recipient to carry out research for the sake of a novel proposition, then it will be considered a research grant. IT-75R2 also states that where there are two purposes as long as the primary purpose is for research (as explained above) then the grant will be treated as a research grant. Where it is difficult to establish a primary purpose, Revenue Canada, Taxation's policy will be to leave the determination of the primary purpose to the grantor — the university.

A researcher is entitled to claim his expenses of travelling (a) between his home and the place at which he temporarily resides while engaged in the research work; (b) from one temporary location to another; and (c) on field trips connected with his work. (IT-75R2, paragraph 29). The Department has taken the position that a taxpayer may not claim the travelling expenses of his spouse or children. However, this position has not been uniformly applied by Revenue Canada, with the result that many taxpayers have been allowed to deduct the full family travelling expenses to and from the scene of research. Since it is unreasonable to expect a sabbatician to leave his wife and family at home for extended periods of time, their travelling expenses are arguably a cost of carrying on the research and researchers may wish to include such costs in the claim, realizing they may not be allowed. Sabbaticians on leave within Canada should explore the possibility of their right to deduct moving and child care expenses. Hotel expenses while seeking a more permanent abode should be included as well as any other expenses directly associated with the project, such as the cost of research assistance, typing, photocopying, preparation and publication of reports and other relevant expenses, other than personal or living expenses. Expenditures of a capital nature may be claimed. (IT-75R2, paragraph 31).

Receipts for research expenses are not required to be filed with the taxpayer's income tax return. However, since an accounting may be demanded at any time, the researcher should keep a diary of all of his eligible expenses supported by receipts where practical.

Normally, expenses incurred in a year prior or subsequent to the receipt of a research grant are still deductible therefor. An exception pertains to expenses arising in the year prior to the receipt of the grant and before notification that the grant has been awarded. In this particular circumstance the expenses may not be carried forward. (IT-75R2, paragraph 30).

Although eligible research expenses may be deducted from a research grant they are not deductible from sabbatical salary nor from a fellowship, unless, of course, the fellowship is deemed to be a research grant. For instance, a Canada Council Doctoral Fellowship will not qualify as a research grant and is ineligible for the deduction of \$500 in any taxation year regardless of the amount of research expenses actually incurred. Nor may any portion of such expenses be deducted from sabbatical salary.

Notwithstanding the above, the teacher may avoid an income tax assessment on funds used to defray research expenses by applying to his university for a research grant in lieu of all or part of his salary. Only the amount of the grant in excess of eligible research expenses will be taxed. This practice has been approved by Revenue Canada and all universities are familiar with the necessary procedures which should be completed in advance of the start of the sabbatical leave. (See "Sabbatical leaves" below).

It may be noted that the recipient of both a fellowship and a research grant may deduct \$500 for \$1,000 if receipts span two calendar years, from his fellowship, as well as the total amount of his research expenses from his research grant.

Sabbatical leaves

Only the Canadian income tax aspects of sabbatical leave allowances will be dealt with in this section of the Tax Guide. A professor on a sabbatical or leave of absence in a foreign country must consider the income tax implications of the foreign jurisdiction as well as those of Canada. Some of the foreign tax problems will be described in later sections of the Guide.

On February 25, 1983 Revenue Canada, Taxation issued IT-221R2 dealing with residency. The bulletin is applicable to individuals leaving Canada after May 26, 1980. It will not apply to an individual leaving Canada after that date to fulfill a written contract entered into by his employer prior to July 24, 1979 to provide services outside Canada. The effect of IT-221R2 on teachers is that where a teacher is absent from Canada for less than 2 years, he will be presumed to have retained his residence status while abroad, unless he can clearly establish that he severed all residential ties on leaving Canada, and if there is no evidence that his return to Canada was foreseen at the time of his departure (i.e., by way of employment contract). IT-221R2 outlines the primary residential ties of an individual to be his dwelling place(s), his spouse and his dependants and personal property and social ties: *Dwelling Place.* "An individual who leaves Canada, but ensures that a dwelling place suitable for year-round occupancy is kept available in Canada for his occupation by maintaining it (vacant or otherwise), by leasing it on a long-term basis, or by leasing it on a short-term basis (less than 3 months) will generally not be considered to have severed his residential ties within Canada."

Spouse and Dependents. "If a married individual leaves Canada, but his spouse or dependants remain in Canada, the individual will generally be considered to remain a resident of Canada during his absence."
Personal Property and Social Ties. "An individual who leaves Canada and becomes a non-resident will not retain any residential ties in the form of personal property (e.g. furniture, clothing, automobile, bank accounts, credit cards, etc.) or social ties (e.g. resident club memberships, etc.) within Canada after his departure."

Other Residential Ties. Other ties that may be relevant are the retention of:
a) provincial hospitalization and medical insurance coverage;
b) a seasonal residence in Canada;
c) professional or other memberships in Canada (on a resident basis); and
d) family allowance payments.

Overseas employment exemption

Employees of Canadian employers, working overseas in prescribed countries for more than six consecutive months, may be partially exempt from tax. One-half of the employee's overseas remuneration may be exempted from tax, up to a maximum of \$50,000 per annum. This applies to 1980 and subsequent taxation years to persons working on construction, installation, agricultural or engineering projects, in resource exploration and development, or other prescribed activities. Subject to the publication of the regulations outlining these prescribed activities, teachers employed by universities and working abroad would appear not to be exempted under this provision. Quebec has introduced parallel legislation effective for 1982 and subsequent taxation years (up to a maximum of \$55,000 per annum). Since May 10, 1983, the \$55,000 deduction was replaced by a new fiscal policy. After residing a year abroad, the eligible person will be totally exempt from Quebec income tax. If the stay is less than a year, there will be a deduction proportional to the number of completed months worked abroad.

Research expenses

A university teacher who plans to carry on research during sabbatical leave should arrange his affairs so as to avoid payment of income taxes on sums used to defray research expenses. Such arrangements will be related to residency status, as determined by the new guidelines in IT-221R2 as discussed above.

Sabbaticals — Residents of Canada. If a professor on sabbatical leave remains a resident of Canada for income tax purposes it does not matter whether he actually stays in Canada or emigrates temporarily to a foreign country. In either case, he will be taxed by Canada on his world income. If he is obliged to pay foreign income taxes on any part of his world income, Canada will normally permit a foreign tax credit for all or part of the foreign tax. As has been pointed out under "Research Grants" above, the teacher may deduct direct expenses only from research grants and not from employment income. Therefore, he should make certain that he receives sufficient sabbatical income in the form of research grants to cover his research expenses.

Sabbaticals — Non-residents of Canada. Non-residents are subject to Canadian income tax only on income received from sources within Canada. For most teachers the three main classes of Canadian source income are: (a) sabbatical salaries, business or professional income, research grants, fellowships, family allowances, etc.; (b) investment income and (c) rental income. A taxpayer must file an individual income tax return in respect of the income included in class (a) above, (IT-75R2, paragraph 35), and until 1981 was allowed personal exemptions for non-residents in the ratio of his Canadian income to his world income (IT-171, paragraph 4). However, for 1982 and subsequent years non-residents are allowed to claim such personal exemptions only where substantially all of their income for the year from all sources is income from employment in Canada, a business carried on in Canada, or Canadian scholarship and research grants. Subparagraph 115 (2) (e) (i) however provides exemption in certain circumstances where Canadian-source office or employment income is received by an individual who had previously become a non-resident of Canada in a previous year if:

- the work is performed outside Canada, and
- such income is either subject to income or profits tax in another country or is paid in connection with the selling of property or negotiating of contracts in the ordinary course of a business earned on by his employer. A discussion of the tax treatment of non-resident investment and rental income, (b) and (c) above, will follow. Research grants and other income from foreign sources

are not taxable in Canada and, consequently, no precautions to avoid Canadian taxation of such income are necessary.

Leaves of absence taken abroad

Sometimes professors accept teaching or other assignments in foreign countries under which most of their income will be from sources outside Canada. If the teacher remains a resident of Canada for tax purposes he must declare and pay tax on his world income. If he establishes non-resident status he is then taxable in Canada only upon income from sources within Canada. He may, however, become taxable on part or all of his world income in his new country of residence.

Before jumping to conclusions regarding the advantages and disadvantages of non-resident status the taxpayer must consider his tax position in the foreign country as well as in Canada. A resident of Canada is entitled to a credit for income taxes paid to foreign countries. This credit will generally be the lesser of the foreign tax paid and the Canadian income tax otherwise applicable to the foreign income. This deduction is available only to residents of Canada and could not be claimed by a non-resident paying tax pursuant to Section 15 (1) (c) (1982-1983). A taxpayer who plans to abandon temporarily his Canadian residency should consider his rights to claim a tax credit for Canadian income taxes under the tax laws of his new country of residence. This will become an issue only if the foreign country taxes visiting professors.

In some cases a foreign leave will be financed by a grant from a foundation based outside Canada. The funds may be channeled through a Canadian university and will be used to defray travelling expenses and to continue the professor's salary. If the teacher establishes non-resident status then the "source" of the funds used to pay his salary becomes critical. If the grants were paid directly to a non-resident teacher by a non-resident foundation they would not be subject to Canadian income tax. On the other hand, Revenue Canada maintains that where such funds are directed through a Canadian university they do constitute taxable income.

Canadian investment income of non-residents

With a few minor exceptions, dividends, interest, rents, royalties and other passive income earned by non-residents from sources within Canada are subject to withholding tax. The rates may be 5%, 10%, 15%, 20% or 25% depending upon the nature of the income and the provisions of any relevant international tax treaties.

The taxpayer may give notice of his non-residency to companies, banks, and other institutions that pay him such income and direct them to withhold the tax and remit it to his District Taxation Office. Perhaps a more practical arrangement is to select an agent who will receive all his investment income and account to the Tax Office for the withholding tax. Many banks, trust companies and stock brokerage firms are familiar with the various rates of tax and the remittance procedures and will perform this service for their customers.

Canadian departure tax

Persons giving up Canadian residency should be aware that they may be subject to tax on capital gains on certain investments and other capital properties which they will be deemed to have disposed of immediately prior to departing from Canada (Subsection 49 (1) (242-247)). Exemptions and elective provisions exist and should be investigated.

Canadian rental income

Non-residents

If a non-resident owns his home and rents it during his absence from Canada, the rental income is subject to tax which may be paid in accordance with the following alternative procedures:

- The taxpayer may arrange with an agent, or his tenant, to withhold and remit 25% (or 15%, if reduced by treaty) of the gross rents and may permit such remittances to constitute a complete discharge of his liability for income taxes on his rental income. (Paragraph 212 (1) (d). The Quebec Taxation Act does not levy a withholding tax on payments to non-residents.)
- The non-resident may elect under Section 216 to pay tax on his net rental income at marginal rates applicable to residents but without personal exemptions for himself or dependants. He may exercise this option at any time within two years of the end of each taxation year in which the rents were received. The marginal rates for the taxation year will be applied to net income after deduction of all relevant expenses such as realty taxes, repairs, insurance, mortgage interest, agent's fees, capital cost allowances on furnishings, etc. If the tax on net income after deduction of expenses proves to be less than the 15% or 25% already withheld from the gross rents, then a refund of the excess may be claimed.

Capital cost allowances (depreciation) should not be claimed on the residence since they will only be recaptured upon reoccupation and they will also render the property subject to capital gains tax. Capital cost allowances on furniture and equipment may safely be deducted from rents if the owner is confident that depreciation in the amount being claimed will actually occur during the rental period. The rate is 20% and is applied to the fair market value of the furnishings at the time they were converted from personal use to rental property. At the end of each year the capital cost allowance (depreciation) will be 20% of the residual balance. (See example of capital cost allowance claim on furnishings and equipment under the heading of "Business or professional fee income" above).

For example, suppose a teacher rented his residence containing furnishings valued at \$10,000 on September 1, 1982 under a lease running from September 1, 1982 to August 31, 1983. He would be entitled to claim capital cost allowance of \$1,000 (1/2 of 20% of \$10,000 from rental income received during the period of September 1, 1982 to December 31, 1982. The 1/2 rule applies

because the furnishings were converted from personal use to rental property after November 12, 1981. The conversion is deemed to have occurred on the change of use. However, if the fair market value of the furnishings on August 31, 1983 turns out to be greater than \$9,000 (\$10,000 minus capital cost allowance of \$1,000), then any excess of market value over \$9,000 will be recaptured in 1983. If the fair market value should exceed \$10,000 then taxable capital gains would also apply in 1983. The teacher will be entitled to no capital cost allowance for 1983 in any event since the property was not in use as a business asset on December 31, 1983.

The above example assumes that the teacher had a cash profit of at least \$10,000 during the period from September 1, 1982 to December 31, 1982. A loss cannot be created by claiming CCA on either furnishings or the building in most cases.

Also, subsection 45 (2) (284a) allows the taxpayer to elect that no change in use has occurred in the conversion of property from one purpose to another. By so doing, even though the taxpayer will not be able to claim the house as a principal residence in his years of non-residency, he will be able to defer any capital gains triggered when his rental property is eventually reconveyed to be a personal use of property (see subsequent discussion on "Election under subsection 45 (2) (284a)" for further detail).

2. As an alternative to the procedure described above the non-resident may elect to file Revenue Canada, Taxation form NR6 which is a joint undertaking by the non-resident and his agent to file an income tax return within six months after the end of the year. Under such an arrangement the agent is required to withhold and remit 25% (or 15%) of the estimated amount of rental income before deducting capital cost allowance which became available to the non-resident. Then, when the income tax return is filed, the balance of the income tax owing, if any, must be paid, or a refund claimed if there has been an over-payment. A separate undertaking is required for each taxation year. (Subsection 216 (4)).

Canadian rental income of residents

An individual who remains a resident of Canada regardless of the fact that he may emigrate temporarily to a foreign country must pay tax on his world income including the net rental income of his home, if applicable. (See Schedule number 7 of the 1982 Individual Income Tax Return).

Election under subsection 45 (2) (284a)

When a residence is rented (or used in a business) and thus converted to an income-producing property, the taxpayer is deemed by subsection 45 (1) (281) to have disposed of the property at its fair market value. Normally, this causes no problem as any resulting gain is usually exempt from tax on the basis that the house was the taxpayer's principal residence. (Subsection 45 (1) (281) also deems the taxpayer to have reacquired the property — both land and building — at that fair market value, and the taxpayer may thus claim capital cost allowance on the deemed reacquisition cost of the residence building). However, the taxpayer may elect under subsection 45 (2) (284a) to be deemed not to have commenced to use his property for the purpose of producing income, and where such election is made there is no deemed disposition and reacquisition; also at the time of moving back into the house there will not be a deemed disposition and reacquisition as would normally occur. If the 45 (2) (284a) election is not made any increase in value during the rental period will be taxed because of the deemed acquisition and disposal at fair values at the beginning and end of the rental period. The 45 (2) election should be filed with the return for the year during which the initial change occurred. Revenue Canada will however accept a late filing of the election under certain circumstances.

During the years when an election is in force, the owner may designate the residence to be his principal residence, but not for more than four years (except where section 54.1 (286a) applies as discussed in the following paragraph), even though he did not "ordinarily inhabit" the property during those years. This rule applies, for example, to an individual who moves out of his residence with the intention of returning to it at a later date and in the meantime uses it for the purpose of earning rental income. In these cases, the individual must be taxed as a resident, or deemed to be resident in Canada by subsection 250 (1) (8) during the years the property was rented to be used to designate the property as a principal residence for those years. During the period covered by the election under subsection 45 (2) (284a), all rental income (net of applicable expense except capital cost allowance) is subject to tax.

Section 54.1 (286a) removes the four-year limitation referred to in the preceding paragraph for taxation years which are covered by the election under subsection 45 (2) (284a) in certain instances where the employee has moved as a result of his employer wishing him to work at another location.

A pamphlet entitled "Capital Gains and Valuation Day" is available from Revenue Canada, Taxation.

Summary of advantages of non-resident status

- As discussed above, a teacher on sabbatical or temporary leave of absence in a foreign country will probably still be considered to be a resident of Canada; however, the following advantages of achieving non-resident status should be considered by those individuals who feel that they meet the criteria outlined in IT-221R2:
- (a) Income received by non-residents from sources outside Canada is not subject to Canadian income tax.
- (b) Withholding tax is applied to investment income paid or credited to non-residents at rates likely to be lower than the marginal rates imposed upon residents.
- (c) Net rental income will probably be taxed at lower rates to non-residents than to residents.
- (d) Some non-residents (for example, residents of U.S.A.) may defer Canadian registered retirement savings plans at a lower income tax rate than that applicable to residents.
- (e) Upon becoming non-resident a taxpayer acquires certain options regarding capital gains on his investments which, if judiciously selected, may result in less capital gains tax than he would pay as a resident.

Before seeking to establish non-resident status, a teacher should consider the combined effect upon his interests of both Canadian and foreign income taxes. Some of Canada's international tax agreements permit Canadians to do research in treaty countries free of foreign income tax on Canadian grants and sabbatical

salaries. Some of the countries also exempt income derived from teaching within their borders. In some instances similar exemptions from Canadian income tax are extended by Canada to foreign nationals teaching or pursuing research here.

Some of the issues of consequence to Canadian who plan to go abroad are discussed in the following sections.

International Tax Treaties

Canada is currently engaged in extensive tax treaty negotiations and, in some instances, renegotiations.

As of April 15, 1983, Canada has ratified and proclaimed in force tax treaties with 32 countries: Australia, Austria, Barbados, Belgium, Denmark, Dominican Republic, Finland, France, West Germany, Indonesia, Ireland, Israel, Italy, Jamaica, Japan, Malaysia, Morocco, the Netherlands, New Zealand, Norway, Pakistan, Philippines, Romania, Singapore, South Africa, South Korea, Spain, Sweden, Switzerland, Trinidad and Tobago, United Kingdom and United States. Revised or new treaties have been signed with these countries but will not be in force until ratified: Bangladesh, Cameroon, Liberia, Sri Lanka, Tunisia, United States and West Germany.

The basic purpose of these treaties is to avoid double taxation and prevent tax evasion. Invariably, a treaty will contain provisions that determine which of the contracting states will tax income from certain specific sources and in some instances, the rate of tax that will apply. International tax treaties are usually reciprocal in that they apply in reverse to the taxation of a Canadian by a foreign country and the taxation of a foreign person by Canada. Taxation by any country is first governed by the law of that country. Where there is conflict between the local laws and an applicable treaty, the treaty provisions will modify the local laws.

Canadian tax credit for foreign taxes

A teacher who remains a resident of Canada for income tax purposes even though physically outside Canada will be taxed by Canada on his world income although the Canadian Income Tax Act gives him the right to deduct an amount from his Canadian taxes in respect of any foreign income taxes regardless of whether or not a tax treaty exists between the two countries. Generally speaking, the foreign tax credit allowed by Canada will be the foreign tax paid, or the Canadian tax allowable to the foreign income, whichever is the lesser. As a result, a teacher who retains Canadian residency will be taxed only once on the foreign-source income but at the higher of the Canadian and foreign tax rates.

However, the foreign tax credit on foreign income from property other than real property (e.g., interest, dividends) is limited to 15%. The excess of foreign taxes paid may be used as a deduction against taxable income.

Canadian Taxation of Sabbatical Salary

As discussed above, since 1980 Revenue Canada has taken a new stance on the taxation of Canadian residents who are abroad for less than two years. (IT-221R2). Even if a teacher successfully establishes that he is a non-resident of Canada while on a foreign sabbatical, Canada will still tax the sabbatical salary when it is paid from a Canadian university to the teacher. (Paragraph 115 (2) (c) of the IT-68R). An exemption from Canadian tax in paragraph 115 (2) (c) has been considered inapplicable by Revenue Canada on the basis that the teacher is not performing duties of employment when on sabbatical. (See also IT-161R3, Paragraph 3).

The O.E.C.D. Model Convention

For the most part, Canada's various tax agreements follow an internationally recognized form. A Model Convention for the avoidance of double taxation was adopted by the Organization for Economic Co-operation and Development (O.E.C.D.) at Paris on April 29, 1977. Canada is a member of O.E.C.D. and many of Canada's tax treaties, particularly those recently negotiated, follow this model.

The Model Convention contains the following articles which may be of interest to teachers and students.

Article 4: Resident — The laws of each Contracting State will determine the meaning to be attached to the term 'resident' for income tax purposes within that State. The term will not apply to a person who is liable to tax in a State only because he has income from sources in that State or capital situated therein.

In the event of a person being classed as a resident of both Contracting States, various criteria are stipulated to determine his resident status. These are, location of a permanent home, personal and economic relations, habitual abode and nationality. If these criteria are not decisive then the two States will settle the question by mutual agreement.

Article 14: Independent personal services — Income derived by a resident of State 'A' in respect of professional or other independent personal services shall be taxable only in State 'A' unless he has a fixed base regularly available to him in State 'B'. In the latter case, State 'B' may tax such income as is attributable to that fixed base. The term 'fixed base' is not defined in the model convention but Revenue Canada has offered the opinion that it may be described as a centre of activity of a fixed or permanent character which should be regularly available to the person who is carrying out the activities. Furthermore, the person carrying on the activities should normally be in a position to exert a measure of control over the 'fixed base'. 'Professional services' include such activities as independent scientific, literary, artistic, educational or teaching activities as well as the independent activities of physicians and other 'professionals'.

Article 15: Dependent personal services — Salary or wages derived by a resident of State 'A' in respect of an employment shall be taxable only in State 'A' unless the employment is exercised in State 'B' in which case it may be taxed in State 'B' subject to the following conditions:

The employment income of a resident of State 'A' earned in State 'B' will be taxable only in State 'A' if:

- a) the recipient is present in State 'B' for not more than 183 days in the fiscal year, and
- b) the remuneration is paid by an employer who is not a resident of State 'B', and
- c) the remuneration is not borne by a permanent establishment or fixed base which the employer has in State 'B'.

Article 19: Government service — Salaries paid to residents by State 'A' present in State 'B' for the purpose of performing services in discharge of government functions shall be taxable only in State 'A'. Where such services are rendered by nationals of State 'B' or by persons who did become residents of State 'B' solely for the purpose of rendering the services, the salary will be taxed only in State 'B'.

Article 20: Students — A student resident of State 'A' who visits State 'B' to study will not be taxed by State 'B' on maintenance funds received from sources outside State 'B' regardless of whether he remains a resident of State 'A' or becomes a non-resident.

General provisions

International treaties permit a taxing state to apply its own taxation laws and residency requirements as long as they do not conflict with the treaty. This may give rise to complications because of the differences which prevail between contracting states, placing an onus upon visitors to acquire some understanding of the local income tax laws and practices. However, where the OECD model is followed, the practical implications are that a teacher or student visiting a treaty country to carry on research or study will not be taxed in that country upon sabbatical salary or maintenance funds received from outside sources during his visit. On the other hand, a teacher or student could be taxed in that country on salary or wages earned therein, subject to the exceptions of Article 15. Also, where the OECD model is followed, Canadian source research grants, scholarships and fellowships received in a foreign country by the Canadian on sabbatical should not be taxed in the foreign country, although they will be taxed by Canada (because the taxpayer is still considered resident in Canada or pursuant to paragraphs 115 (2) (b) and (b.1) of the IT-68R and (c)). Canadian source interest, dividends and royalties should similarly be non-taxable in the foreign country but taxable in Canada. Other types of income may or may not be taxed depending on the local laws and the terms of the applicable treaty.

Special exemption for teaching remuneration

The Model Convention no longer contains the provision by which one state will permit residents of another state to teach within its borders for a period of two years free of tax on their teaching income. The Department of Finance has declared that this privilege will not be included in any new tax treaties nor in any renegotiation of existing treaties.

As of September 9, 1982 this reciprocal exemption still prevails only in Canada's treaties with 11 countries: Denmark, Finland, Germany, Ireland, Japan, the Netherlands, Norway, South Africa, Sweden, Trinidad and Tobago, and the United States.

Teachers visiting Canada from the foregoing countries will be exempt from the tax on their teaching income. However, if he still qualify for the exemption as long as they teach for no longer than two years. (IT-68R, paragraph 3). Tax cases heard since IT-68R was issued in 1975 throw doubt on the statement that teaching cannot be carried on for longer than two years.

Residents of treaty countries teaching in Canada

A professor from a treaty country who is teaching in Canada should take note of his position with regard to income taxes in his homeland as well as his Canadian situation. These international agreements may provide exemption from Canadian tax on the teaching income of residents of the contracting states but may not absolve such individuals from liability for income taxes at home.

Canadian residents teaching in treaty countries

The agreements with the eleven countries mentioned above, permit Canadians to teach temporarily in their territories for a period up to two years free of domestic taxes upon their teaching income. Professors planning to teach in any of these countries should enquire as to whether they can be exempted from withholding taxes, and should make arrangements to apply for exemptions, where applicable.

The Canadian should bear in mind that the agreement exempts him from income tax only in the foreign country and not necessarily in Canada. If he remains a resident of Canada he will be subject to Canadian income tax on his world income. However, if he becomes a non-resident, he will not be taxable by Canada on income from sources outside Canada. Whether he may remain tax-exempt in the treaty country after he becomes a non-resident of Canada will depend upon the particular agreement of the country in question and its interpretation by local tax authorities. The situation should certainly be investigated by the Canadian teacher before making any commitments. He should also keep in mind that it is only a matter of time before the reciprocal two-year exemption will be eliminated from all Canadian international tax treaties and possibly with retroactive consequences.

Foreign Taxation

1. The United States

If a Canadian professor takes his sabbatical leave in the United States and spends a period of ten months, a year or fifteen months there with the intention of returning to Canada, the U.S. Internal Revenue Service would normally regard him as a non-resident alien. He is so classified because he is regarded as 'one who comes to the United States for a definite purpose which in its nature may be promptly accomplished.' His income tax liability is limited to

income from sources in the United States. If this income is 'effectively connected with the conduct of a trade or business' in the U.S., it is taxable, after allowable deductions, at a graduated rate. Salary earned in the U.S. would constitute effectively connected income. All U.S. sources of income which are not effectively connected are subject to a flat U.S. rate of 30%, in general, which is reduced to 15% or less by the U.S.-Canada tax treaty.

A professor who plans to take his sabbatical leave in the United States will probably qualify as a student ('F' visas) or as an educational or cultural exchange visitor ('J' visas) and as a non-resident alien of the United States. In these categories he may exclude from income subject to U.S. tax the sabbatical salary paid to him by his Canadian university. Otherwise remuneration for services performed in the U.S. will normally be subject to U.S. tax even though the employer is outside the U.S.

It is pertinent to note that if a person is a candidate for a degree at an American university, all amounts received as a scholarship or fellowship grant may be excluded from income for U.S. tax purposes regardless of whether the source is from within or outside the United States. However, any portion of the grant which represents compensation for teaching, research or other employment required as a condition of receiving the grant must be included in income unless all degree candidates must perform similar services. If a person is not a candidate for a degree, then a scholarship or fellowship grant in the U.S. is taxable to the extent it exceeds \$300 per month multiplied by the number of months for which the grant has been received during the year. The \$300 monthly exclusion from income is available only if the grant is made by a foreign government, a non-profit organization that is exempt from U.S. income tax, by the government of the U.S., or one of its agencies, or a state government, or by an international organization or a binational or multinational educational and cultural organization under the Mutual Educational and Cultural Exchange Act of 1961. The exclusion is limited to a total of 36 months, which need not be consecutive, thereafter the entire amount of the scholarship or fellowship grant is subject to U.S. income tax.

Overriding rules

The above rules contained in U.S. Legislation are subject to overriding rules in the Canadian-U.S. Tax Convention:

Article VII — Compensation for personal services: The Convention provides that if a Canadian resident is present in the United States for a period not exceeding a total of 183 days in the taxation year, he is exempt from U.S. tax upon the compensation for service performed during that year in the United States if either of the following conditions is met:

- a) compensation does not exceed \$5,000 or
 - b) the compensation is received from a resident or corporation established in Canada or from a Canadian permanent establishment of a U.S. enterprise.
- Article VIII — Professors and teachers:** The tax treaty also provides that a professor who is a resident of Canada and who temporarily visits the United States for the purpose of teaching for a period not exceeding two years at an educational institution in the United States is exempt from U.S. tax on his remuneration for teaching for such a period. It should be noted that the treaty refers to Canadian residents and therefore he who becomes a non-resident of Canada during his leave in the United States might prejudice his position.

Article IX — Students: Canadian students residing in the U.S. for the purpose of study shall not be taxable by the U.S. on remuneration received by them from Canada for purposes of their maintenance or studies.

The foregoing rules are contained in the 1942 Convention between Canada and the U.S.A. A new convention was signed September 26, 1980 but it is expected it may undergo some changes and will not be ratified for a number of months, or even a matter of years. Provisions of the new treaty of interest to teachers (which are unlikely to change materially).

Article IV: Residence — follows closely Article 4 of the OECD Model Convention. In the case of dual residency, the provisions of the treaty must be referred to.

Article XIV: Independent Personal Services — will be taxed in the country of residence only, unless attributed to a fixed base regularly available in the other country.

Article XV: Dependent Personal Services — will be taxed only in the country of residence unless attributable to services performed in the other country. In any case a Canadian resident (and vice versa for a U.S. resident) will not be taxed on remuneration for services performed in the U.S. if either:

- a. the remuneration is not more than \$10,000 (U.S.) or
- b. he is not in the U.S. for more than 183 days in the year and the remuneration is not borne by an employer resident in the U.S. or by a foreign employer's business in the U.S.

Article XIX: Government Service — A Canadian citizen will not be taxed in the U.S. on remuneration for services of a government unless he is paid by the U.S. or by a province or local authority of Canada. This does not apply if the government is actually carrying on a business in the U.S.

Article XX: Students — see Article 20 of the OECD Model Convention.

2. The United Kingdom

The new tax treaty between Canada and the United Kingdom entered into force on December 17, 1980. This new treaty substantially follows the OECD Model Convention. Some of the Articles have consequences retroactive to 1976, but this does not affect any of the Articles outlined below.

Article XIV — Professional services: (See Article 14 of the Model Convention above). Income earned in the U.K. by a resident of Canada under a non-employment type of contract shall be taxed in Canada unless the visitor has a fixed base in the U.K. If such incomes should be taxed by the U.K. the individual may then claim a foreign tax credit from this Canadian tax. If the U.K. rate of tax is higher than the corresponding Canadian rate then only the lesser of the two rates will be allowed as a credit by Canada. If the visitor becomes a non-resident of Canada he shall not be taxed on his U.K. source income by Canada but will possibly be taxed thereon by the U.K.

Article XV — Dependent personal services: (See Article 15 of the Model Convention above). If the employment is exercised in

CAUT INCOME TAX GUIDE 1983

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Congrès sabbatiques — Résidents du Canada — Si le professeur en congé sabbatique demeure un résident du Canada au qu'il fiscalise, il n'est pas important qu'il demeure au Canada ou qu'il émigre temporairement. Dans les deux cas, il se doit payer un impôt sur son revenu mondial. Si l'on doit payer un impôt étranger sur une partie de ce revenu, le Canada accorde normalement un crédit d'im-

REVENUS DE LOCATION CANADIENS

et l'impôt doit être payé selon l'une ou l'autre des méthodes

Revenus de location canadiens
Non-résidents
Si un non-résident possède une maison au Canada, celle-ci lui...

l'import de capital canadien. Il faut que les personnes qui abandonnent la résidence canadienne sachent où elles peuvent avoir à payer l'impôt sur les gains de capital sur certains placements et autres biens en immobilisés avant qu'elles ne repartent avoir disposés immédiatement avant leur départ du Canada (paragraphe 48 (1) «242-247»). Il existe des exemptions et certains choix dont il faudrait s'enquérir.

clients.
de paiement et s'occupent de la remise pour le compte de leurs
de courage sont au courant des taux d'imposition et des modalités
de l'impôt. De nombreuses banques, sociétés de fiduciaire et maisons
de placement ont de payer la remise fiscale au bureau de district
ou d'un représentant de percevoir tout pour eux sans revendi-
cation de l'impôt. Il peut lui être plus profitable
de demander à leur représentant de leur verser de la
remise, chaque fois qu'ils ont une imposition ou de les
remettre à leur représentant de leur verser de la

Les contributions des traités fiscaux internationaux applicables aux non-résidents sont assujetties à la retenue fiscale. Les taux sont de 5%, 10%, 15%, 20% ou 25% selon la nature du revenu et les dispositions des traités fiscaux internationaux applicables. Le contribuable peut donner avis de son statut de non-résident.

REVENUE DE PLACEMENTS AU CANADA DES NON-RESIDENTS

des fonds servant à payer son salaire est déductible. Si les versements lui sont versés directement par une fondation étrangère, elles ne sont certainement pas imposables au Canada. D'après Revenu Canada, d'autre part, ces subventions constituent un revenu imposable si elle passent par une université canadienne.

Dans certains cas, un congé pris à l'étranger est financé par une subvention d'une fondation située à l'étranger. Les fonds peuvent passer par une université canadienne et servir à couvrir les frais des professeurs étrangers.

Le crédit d'impôt est une réduction de l'impôt sur le revenu. Il est accordé aux contribuables qui ont payé des impôts dans un autre pays. Le crédit d'impôt est accordé sur la base de la double imposition. Le crédit d'impôt est accordé sur la base de la double imposition. Le crédit d'impôt est accordé sur la base de la double imposition.

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Conges pris à l'étranger

aptes. Les subventions de perfectionnement et les autres revenus de sources étrangères ne sont pas imposables au Canada et il n'est donc pas nécessaire de prendre des dispositions pour éviter de payer l'impôt canadien sur ces revenus.

(b) le revenu est soumis à l'impôt sur le revenu ou les bénéfices dans un autre pays ou se rattache à la vente de biens ou à la négociation de contrats intervenant dans le cadre normal d'une entreprise exploitée par l'employeur. Le traitement fiscal du revenu de placement et le capital (le b) et le c) ci-dessus des non-résidents est indigne ci-dessus.

« Les entreprises exploitant au Canada au d'une bourse
« d'études ou de subventions de recherche canadiennes. Les sous-
« alinda 115 (2) (e) (i), cependant, prévoit une exemption dans cer-
« tains cas où le revenu de source canadienne tire d'une charge ou
« non-résident du Canada si:

localité. Le contribuable doit donc présenter une déclaration au moment de la rentrée des revenus des particuliers à l'égard du revenu compris dans la catégorie a) ci-dessus (IT-75R2, alinéa 35; jusqu'à 1981, il était facultatif que les personnes physiques accordées aux contribuables de la proportion de son revenu canadien par rapport à son revenu mondial (IT-171, alinéa 4). Cependant, en ce qui concerne 1982, les amendes subséquentes, les non-résidents ne bénéficient de ces dispositions que si l'ensemble de leur revenu de ces

Conçus subsidiaires — Non-résidents du Canada Les non-résidents sont assujettis à l'impôt canadien uniquement sur le revenu provenant de sources canadiennes. Les trois catégories principales de revenus de sources canadiennes de la plupart des professionnels sont : (a) les salaires et émoluments, le revenu de professionnels, les honoraires de consultants, les honoraires de perfectionnement, les subventions de recherche, les bourses de perfectionnement, les allocations familiales, etc.; (b) le revenu de placement; et (c) le revenu des sources canadiennes.

Comme il est signalé sous "Subventions de perfectionnement", le crédit est à l'origine d'un paiement ou d'une partie de celui-ci. Le professeur peut déduire les frais admissibles des subventions de recherche sciemment, et non du revenu provenant d'un emploi. Il devrait donc veiller à recevoir assez de revenus sabbatiques sous la forme de dépenses de perfectionnement pour couvrir les frais de recherche.

Frais de recherche

Le professeur d'université qui projette d'effectuer des recherches durant un congé sabbatique devrait organiser ses affaires de façon à éviter de payer un impôt sur les sommes utilisées pour payer ses frais de recherche. Ces dispositions se rattachent au statut résidentiel déterminé par les nouvelles directives du Bulletin

\$55,000 par année). À compter du 10 mai 1983, la déduction de \$55,000 sera remplacée par une nouvelle mesure fiscale. Après un séjour d'un an à l'étranger, la personne admissible sera totalement exempte de l'impôt du Québec. Si le séjour est inférieur à un an, il y aura une déduction proportionnelle au nombre de mois complets travaillés à l'étranger.

Sous réserve de la publication des règlements indiquant ces activités prescrites, les professeurs employés par une université et travaillant à l'étranger semblent ne pas bénéficier de cette disposition.

pendant plus de six mois consécutifs peuvent être partiellement exonérés de l'impôt. La moitié de la rémunération ouvrant droit de l'employé peut être exonérée (jusqu'à un maximum de 550 000 F par année). Cela s'applique aux années d'imposition 1980 et suivantes pour ce qui est des personnes employées dans des lieux de construction, d'installation, d'agrandissement ou de génie minier, l'exportation et la mise en valeur ou autres activités prescrites, tant l'exportation et la mise en valeur ou autres activités prescrites.

b) d'une résidence saisonnière au Canada,
c) de l'affiliation à des associations professionnelles ou autres au Canada (sur la même base qu'un résident), et
d) des paiements d'allocation familiales.

- banque, cartes de crédit, etc.) ou de liens sociaux (p. ex., affiliation à des associations en tant que résident, etc.)."
- Autres liens qui peuvent également valoir sont le maintien:
 - (a) de la protection de l'assurance-maladie provinciale,
 - (b) de la protection de l'assurance-maladie provinciale,

Canada, on considérera, régie générale, que cette personne est demeurée résidente du Canada au cours de son absence. — "Une personne qui quitte le Canada et devient non-résidente ne conservera pas de liens de biens personnels et liens sociaux —"

[illegible]

que lui il prétendait avoir à son départ du Canada y revient (c'est-à-dire qu'il n'a pas eu de contrat d'emploi). Selon le Bulletin (T-221R), les liens de résidence principaux d'une personne sont son appartement, ses loyers, ses loissements, son conjoint et les personnes à sa charge, ses biens personnels et ses liens sociaux.

à celles qui quittent le Canada après cette date pour exercer un contrat écrit passé par son employeur avant le 24 juillet 1979 un fins d'assurer des services à l'étranger. En vertu du Bulletin 22-27R2 le professeur absent du Canada durant moins de deux ans est presumed avoir conservé sa résidence canadienne pendant son séjour à l'étranger, sauf s'il peut clairement établir qu'il n'a pu ou n'a pu pas résider en quittant le Canada; il s'agit d'un fait.

tration fiscale du pays étranger. Les sections suivantes du Guide traitent de certains problèmes relatifs aux impôts étrangers.

Congès sabbatiques

bonheur et à une subvention de recherche peut atteindre 300 (ou \$14,000 si les paiements couvrent deux années civiles) de sa bourse, ainsi que l'ensemble des frais de recherche de sa subvention.

lieu d'un salaire. Seul le montant dépassant les frais de recouvrement admissibles est imposé. Cette pratique est approuvée par Revenue Canada et toutes les universités connaissent la procédure à suivre. Cependant, il est important d'être conscient de la façon dont les universités peuvent intervenir avant le commencement du congé sab-
baque. (Voir "Congés sabbatiques", ci-après.)

Il y a lieu de noter que le bénéficiaire d'une bourse de perfectionnement et d'un versement de recherche ne doit pas être considéré comme un étudiant.

l'ordre du Conseil des Arts du Canada n'est pas considérée comme subvention de recherche et il ne bénéficie que de la déduction de \$500, peu importe la somme de frais de recherche effective- ment engagée. Aucune partie de ces frais ne peut se déduire non plus du salaire reçu durant un congé sabbatique.

à réception de la subvention et avant notification de celle-ci (11-75R, alinéa 30).
Même si les frais de recherche admissibles peuvent se déduire d'une subvention de recherche, ils ne sont pas déductibles en soi, pendant un congé sabatique ou un congé sabbatique, si la bourse est répartie entre une subvention de recherche, bien entendu, et une bourse de recherche, par exemple, pour des jours de recherche.

BOOKS. LIVRES

Relativism presents chicken and egg dilemma

by Gordon S. Shrimpton

Man and his Past. The Nature and Role of Historiography by Serge Gagnon, Margaret Heap, tr., Harvest House, Montreal 1982, pp. viii and 79, paperback, \$5.95.

On its cover, this book is described as a "...comprehensive survey of the views on historiography held by historians, sociologists, and philosophers in France, Britain, and the United States over the last forty years or more." However, the author denies pretensions to exhaustiveness on the opening page, and describes his purpose: "to 'domesticate' and popularize a school of thought (i.e. relativism) with which historians here (i.e. French Canada) are not necessarily acquainted." As an ancient historian and an initiate in French Canadian Studies, I can make no useful predictions about the possible success of Gagnon's aim, but I do hope to be able to offer some pertinent reactions to his argument from the more distant perspective of the interested outsider.

Gagnon anticipates the reader's inevitable surprise at discovering that names of non-relativists such as Isaiah Berlin, and Maurice Mandelbaum (to name only two) are not found in a work of this title: "the reader may wonder why some excellent, and indeed classic works are not mentioned" (p. 1). Instead, E.H. Carr, Benedetto Croce, Raymond Aron, and, to a lesser degree, R.G. Collingwood tend to dominate the notes. This is not to say that an attempt to impose a severe limitation on a topic is of itself illegitimate, but a reviewer is permitted, at the very least, to ask whether the author's choice of his ideological horizons has clarified or distorted his vision.

Gagnon seems to be writing for a group of historians who accept the views of historical objectivism, but do not recognize that adoption of the relativist thesis would greatly enhance the legitimacy of most of the previous historical writing with which they deal. (In this connection, see also Serge Gagnon, *Quebec and its Historians 1840-1920*, Montreal, Harvest House, 1982.) However, the argument in *Man and his Past* is rendered somewhat uneven mainly as a result of the one-sided point of view deliberately chosen.

One of the eleven chapters squeezed into the 65 smallest pages of text is entitled "History as the Science of Time." The word science, implying, as it does, the attempt to generate and explain consistently a body of "hard knowledge", invites discussion from the objectivist standpoint, something that is not attempted. The result is that the reader is left to speculate on the implications, even the possibility, of a relativist or subjectivist science of time.

For a relativist unreservedly to call history a science is to stand at the centre of an epistemological minefield, and Gagnon does not suggest how he would pick his way out. But to call history a science of time, not (say) the science of human action in its temporal context, is to ask the relativist to negotiate the minefield carrying a basket of dynamite on his head.

Man's progress through time, it could be argued, produces an accumulation of achievements that can be apprehended as "hard facts" demanding explanation. The verification and explanation of these facts

(it might then follow) is the task of the historian. Gagnon quotes Carr with relish, "The belief in a hard core of historical facts existing objectively and independently of the interpretation of the historian is preposterous fallacy" (p. 51). Yet, arguably, Gagnon's definition of history is more consistent with the view that Carr rejects.

To oversimplify, the difference between the relativist and objectivist (or positivist, as he is sometimes called) is one of emphasis. The objectivist emphasizes the factual material with which the historian must deal and tends to deny the primacy of explanation. By contrast, the relativist will insist that historical facts are produced (in a special way) "created" on demand, according to the ideological needs of the prevailing "historical club". Gagnon's treatment of relativism suggests that he understands both schools. This makes his presentation both provocative and erudite. But the refusal to offer even the briefest direct rebuttal of objectivism is disappointing. Indeed, theorists who argue for the objectivist cause must find puzzling the extent to which historians spurn or ignore their case to espouse relativism. After all, presenting the historian with a smoothly crafted argument that seems to enshrine the historical fact as something possessing an objective validity looks more like a handsome service than an insult.

Not untypically for his school of thought, Gagnon's method for contradicting objectivism is to make or quote flat statements ("the historian is inevitably molded by his religious, political, social and national beliefs." p. 26; "historical or sociological researches are connected with extra-scientific intentions." p. 49, quoting Aron; "Men produce ideologies — including historical research, at times — to

find some justification, a certain legitimate stability, for their existence in societies where the present tends to create anxiety." p. 42, quoting Dumont) that are, no doubt, intended as appeals to common sense. Sometimes they are supported by telling observations, "the recent transition from history dominated by political and religious themes to predominately economic history in Quebec society is closely related to the increasingly secular nature of that society" (p. 49). But does this support the relativist's case, or is it just another way of restating it?

The relativist seeks to avoid the consequences of objectivism, which seems to place facts at the centre of the historical enterprise. He does not wish to be made a member of a kind of philatelic society pasting one fact after another into mounting piles of scrap-books. He wishes to place the excitement of creative thought and ideology at the centre of his craft. By so doing, he gives himself great *Lebensraum*, for his explanations can be economic, philosophical, sociological or anything and he can still call himself a professional historian.

If relativism confers all these advantages, there is a cost. At times, the objectivity of the historical fact may seem to be cheapened, even expendable and facts may seem to fall into the service of ideas. From such a position, tendentious history, even propaganda may be justified. Further, the relativist's "coronation of the idea" seems to lead to sundry infinite regressions in approach and methodology. If history is ideas, then ideas have their own history, and that history too has its own; hence Gagnon's book, which is in part an attempt at a history of historiography.

But where does it end? On the methodological plane, there is an amusing series of quotations from E.H. Carr on

page 27. "Carr's advice...is...to study the historian before studying the facts. But he also sees the historian as a product of his times...His initial advice thus becomes: 'Before you study the historian, study his historical and social environment.'"

Surely it is no impudent question to enquire how we study the "historical and social environment" of the historian whom we must study before we study the subject about which he writes. The inevitable answer seems to produce a kind of "chicken forming egg forming chicken" chain of regression that must be arbitrarily interrupted if the historian is ever to begin work, and, if he chooses not to be arbitrary, he condemns himself to wait for the chain to end, for a tomorrow that will never come. Perhaps he would refer to Carr again at this juncture (*What is History*, Penguin, 1964, p. 15), to say that, even so, his position is no worse than the extreme objectivist's who, like Acton and Döllinger, "wrote oo history" because they were waiting, in effect, for all the facts to come in.

Yet despite these difficulties, this is a learned and provocative little book, containing a small chapter on each of the major aspects of historical relativism. To me, Gagnon is most engaging in chapter 6 when he embarks on the relationship between the historian and Maurice Halbwachs' theory of the collective memory. In addition, his choice of examples from French-Canadian historical writing illustrates his points very well. If anything, I should have liked to have seen more.

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Innocent at birth, ugly at maturity

by Robert McCormack

Racial Myth in English History. Hugh A. MacDougall. Montreal: Harvest House, 1982. 146 pages.

Myth as history and myths about history have shaped the belief systems and perceptions of the past in every society since time began. To an historian in the 20th century, this is an uncomfortable assertion as it seems to contradict the notion of history as reasoned truth, the triumph of fact over fiction, rationality over imagination.

Myth would seem to be the converse of truth, and thus of history, and historians eschew the unproven as they seek the unknown. They are not to be condemned to an eternity of specious and fanciful pursuit as makers of myths creating substance out

of mere shadows. 'History is myth', a former professor of this reviewer once claimed, a contention more provocative than precise, for assuredly history is more than myth. Myth, on the other hand, is certainly history, indeed a critical component to be studied and understood by the historian in interpretation of the past.

Societies and cultures, such as England, the focus of Hugh A. MacDougall's study, *Racial Myth in English History*, have thought and acted within a peculiar mythological framework. Myths served to explain the past, justify the present, and assure the future, satisfying the palpable need of peoples everywhere to know themselves as unique, to identify with a proud heritage, and to see purpose in their aims. These are not then the myths of popular entertainment, alive with dragons and other impossible beasts, gods of thunder and

lightning, and dastardly villains.

The myths in question are of much greater consequence, in particular the myths of origins which have exercised a powerful hold on the minds and imaginations of Englishmen and of others. Such myths, writes MacDougall, "enable people to locate themselves in time and space". Sadly, they also give people a too comfortable sense of racial exclusiveness and even superiority.

In *Racial Myth in English History*, MacDougall aims "to review the development of the two most significant myths of origin in English history". The first gave Britons a Trojan ancestry, the second, Saxon and Germanic beginnings. Morally pretentious, chimerical accounts of a past that never was, both myths were believed in their time with a passion often absurd. As MacDougall

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Innocent

makes clear, these myths were pervasive 'truths' which held Englishmen in thrall for some 800 years.

The Trojan myth came to life with the appearance of Geoffrey of Monmouth's influential *History of the Kings of Britain* in c. 1136. Best remembered as the prime source of the legend of King Arthur and the Round Table, the *History* traced an impressive regal line from Brutus, 'the first king of the Britons', to Cadwallader, the last. It was, notes MacDougall, 'the foundation of a great historical myth which supported racial and dynastic aspirations for over five hundred years', and the seminal contribution in the development of English nationalist historiography.

Geoffrey's motivation was 'a desire to provide an heroic epic on the origins and exploits of a people subdued successively by Romans, Saxons, Danes, and Normans. By portraying the British as a once great people with extensive dominions he could at once raise their status in the eyes of their new Norman overlords'. The *History* captured the English imagination; Plantagenet, Tudor and Stuart monarchs drew comfort from its support for their dynastic claims, while men of letters cited its authority.

Geoffrey's myth did not pass without challenge, although it would not fade into pure legend until after the Glorious Revolution of 1688. In the 12th century, William of Newburgh described it as 'the most ridiculous fictions'; in the 16th century, the historian Polydore Vergil called it 'impudent lying'; and Peter Scriverius, writing in the early 17th century, dismissed the work as 'a great, heavy, long, thick, palpable and most impudent lie'. But as MacDougall makes plain, such simple scorn was not then, nor

ever, sufficient to bury a myth. Myths have a tenacity whose grip is only loosened when perceptions change, when circumstances breed new necessities, and when indeed an alternative myth is at hand to bewitch and bedevil peoples' minds.

From the 16th century onwards through the 19th century, England was undergoing massive changes — the break with Rome, the rise of Parliament, expanding interests in global trade and commerce, the rise and fall of Black slavery, industrialization, the growth of empire — all of which would culminate with England the greatest and proudest power in the world. There was too a fast awakening national consciousness to wed with historical fascination, MacDougall but touches on these changes but has no doubt they were the catalysts to the acceptance of a new mythology, Anglo-Saxonism. This myth, if to be of shorter life than Geoffrey's Trojan tale, was to be much more destructive of good sense and judgment. Anglo-Saxonism, perhaps an innocent myth at birth, became an ugly reality at maturity, an ideology of racial superiority.

To MacDougall, interest in a Saxon heritage developed as early as the 16th century in the writings of John Foxe, Matthew Parker and William Camden, all of whom lavished praise on the imagined virtues of their Saxon forebears. In 1605, Richard Verstegen published a most important work, the delightfully if oddly titled, *Restitution of Decayed Intelligence*, in MacDougall's view, 'the first comprehensive presentation in English of a theory of national origin based in a belief in a racial superiority of the Germanic people'. The myth had universal appeal, and by the mid-1700s, 'belief in the inherited genius of an English people essentially Germanic in origin had become so pervasive that it was seldom if ever seriously

questioned'. This unique racial origin theory gave too ready explanation for English achievement and too unquestioned justification for conquest in an age of 'progress' and empire.

All the virtues of England, real and imagined — the passion for liberty, parliamentary governance, Protestantism — were the hallmarks of the Saxon bloodline. The literary giants of the 18th century, such as Edward Gibbon and David Hume, gave the myth popularity and respectability. When Sharon Turner's *History of the Anglo-Saxons* was published at the beginning of the 19th century, a nationalist, race-conscious, believing readership welcomed its every 'truth'. Turner wrote of 'Saxon genius' and the English people 'so superbly endowed by a kindly providence'.

The heyday of Anglo-Saxonism was the 19th century, 'England's century', to MacDougall. His brief discussion here may be the most interesting part of the study, pointing out as he does what is too easily forgotten or ignored of England's global paramourcy. The myth of Saxon racial origins colored the expression of near all in English public and intellectual life. Historians were most explicit: Dilke wrote of 'dear races and cheap races'; Seeley spoke of 'blood and religion'; Macaulay regarded the English race as 'the greatest and most highly civilized people that ever the world saw'.

MacDougall shows the depths to which otherwise sensible minds can plunge in a quote attributed to the historian Edward A. Freeman. Visiting America in 1881, he made the outrageous observation, 'this would be a grand land if only every Irishman would kill a negro, and be hanged for it'. Although nowhere mentioned by MacDougall, the tenor of belief and thought in this age was best expressed by Disraeli. 'All is race', he

wrote, 'there is no other truth'.

Racial Myth in English History moves to its close with a chapter on Lord Acton, noting his notions of a Teutonic-Catholic synthesis, a brief chapter on the contributions of science, philology and ethnology, and finally, a short discussion, 'The Disintegration of an Ideology'. It is a book alive with historical personalities, the myth-makers and their skeptics, from Alfred of Beverly to John Wychit, from whom MacDougall has quoted liberally and appropriately. MacDougall's scholarship and knowledge is never in question; the work is a convincing synthesis, to the extent that such a short book can carry conviction.

But the work, so promising in theme and provocative of further study and interest, is in the end disappointing. Its mere 108 pages of actual text cannot do justice to the thesis; discussion and analysis is everywhere truncated — more needs to be said of the impact of slavery and the meeting of non-white peoples; 'science' in the 18th and 19th century contributed a great deal more to the myth than MacDougall allows; nothing is said of the extent to which the common people shared the prevailing perceptions; and the ending of Anglo-Saxonism needs more than a four page epilogue to explain.

Why *Racial Myth in English History* is so cursory is not discussed, and the reader is left frustrated, wanting more and seeking more to no avail. Unfortunately, there is no bibliography to feed the whetted appetite. In his conclusion, MacDougall writes, 'as has been seen myths of origin played an important role...', but the brevity of the work leaves some doubt he believes that.

Robert McCormack is with the Department of History at the University of Winnipeg.

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Professor and Chairman
Department of Surgery
University of Alberta
11-105 Clinical Sciences Building
EDMONTON, Alberta, Canada
T6G 2G3



COMMITTEE ON THE STATUS OF WOMEN

Study of Day-Care in the Universities

The CAUT Committee on the Status of Women wishes to draw the attention of CAUT members to the Strategic Grants Program entitled "Women and Work" recently established by The Social Sciences and Humanities Research Council of Canada. The program is intended to encourage non-sexist research which will contribute to an improvement in the status of women in Canadian society. SSHRCC invites applications for grants to carry out research in the social sciences and humanities which are applied or policy-oriented and which may be multidisciplinary. Studies supported under the program are expected to be conceptual in nature and to yield generalizable results.

The CAUT Status of Women Committee urges researchers to make application for support in carrying out studies which would examine the position of women in the intellectual life of Canada and how that participation might be enhanced.

The Status of Women Committee is particularly interested in the role of adequate day-care facilities in the career prospects of professional women. The Committee is anxious to hear from individuals or groups of researchers who would consider making application to SSHRCC for funds to conduct research in this area.

The endorsement by the CAUT Status of Women Committee of an application cannot be expected to influence the SSHRCC grant selection committees. The Committee is, however, prepared to assist in the preparation of a research proposal to SSHRCC, to provide limited assistance in data gathering in the universities and to discuss other ways in which it might be of assistance to investigators.

Complete information on the "Women and Work" program can be obtained from the Social Sciences and Humanities Research Council of Canada, 255 Albert Street, Ottawa, K1P 6G4.

Investigators who are interested in undertaking a program of research on daycare facilities are asked to write to:

The Person Chairing,
CAUT Status of Women Committee,
75 Albert Street,
Ottawa, Ontario, K1P 5E7

BOOKS.LIVRES

Book challenges but leaves reader with desire for more

by Gordon Fearn

Ralph Matthews, *The Creation of Regional Dependency*, Toronto: University of Toronto Press, 1983, 246 pp., paperback (hardcover available).

The continuing development of regional studies in Canada has received a welcome boost with the recent publication of Ralph Matthews' *The Creation of Regional Dependency*. The book's title is also its message: that regional dependency "is not natural but created." The book's most noteworthy contributions include a focus on dependency as an explanation of regional differences in Canada, an examination of the role of public policy both in creating and overcoming regional dependency, and a challenging review of regional dependency from the perspective of key actors both at the local community level and in select government circles.

These three contributions are forged more or less separately in the book's three parts. The first of four chapters in Part I seeks to reduce conceptual confusion surrounding key terms in the study of regions and regionalism. In particular, the author stresses the need "to obtain subjective perceptions of local residents in any assessment of regional social well-being or social disparity." Chapter 2 highlights the neo-Marxian "lack of a theory of human action and the tendency...to disregard cultural considerations." Unfortunately, while Matthews stresses social well-being and the role of local communities and individuals in its construction, these early chapters fail to provide a clear definition of regional dependency as this concept is used in the remainder of the book.

In Chapter 3, the author's critique of the neo-classical economic interpretation of regional dependency rests precisely on that interpretation's disregard of sociocultural meanings. Matthews is particularly critical of the orthodox economic view that human migration is a central adjustment mechanism for overcoming regional economic disparity. However, in the debate between neo-classical economics and the sociologist's dependency theory, Matthews acknowledges, depending on whether one assumes only a recent or a more historical viewpoint, that "there are data which can be used to support both positions."

The final chapter in Part I is entitled "The Significance of Regional Differences in a Distinctive Canadian Society." This is an important chapter because the author seeks to more firmly establish Canada's regional divisions as central in the sociological study of Canadian society. The chapter includes a broad-ranging review of select data said to establish regional divisions and regionally-based cultures and identities. Matthews then makes a strong case for the adequacy of dependency theory in explaining regional divisions as "social products of economic, social, and political experience" where these various considerations are "mutually reinforcing."

Unfortunately, while the author calls for explanation "in the context of a broader social theory," he does little more than assume the adequacy of dependency theory

for the task. Some critics might suspect evasion and thus question the contribution of the entire book. Certainly it is the case that Matthews demands more of Canadian sociology than either the discipline or its practitioners so far have delivered, but surely this constitutes a call for continuing effort rather than a declaration of defeat.

Public policy concerning regional development takes center stage in Part II. The four chapter titles suggest their contents: "Federal Regional Development Policy," "A Study of Regional Development and Collective Behaviour: The Newfoundland Resettlement Program," "Ethical Issues in Regional Policy Research," and "Three Key Dimensions in Regional Development: Economic Viability, Social Vitality, and Political Validity." The Maritime Provinces and Newfoundland play a prominent role in this part. Matthews is less concerned to chart the historical process of the underdevelopment of Atlantic Canada, and more concerned to establish a number of important connecting themes justifying book-length publication. One of these themes is the need to move beyond the Marxian interpretation of regional dependency where the state apparatus serves the interests of capital, to acknowledge such important exceptions as the power of local organization and the occasional remedial role of government policy.

Related to such exceptions, a second of the author's connecting themes is the importance of value orientation and value analysis for understanding regional dynamics in Canada. For example, Matthews stresses the different value assumptions variously informing regional development policy; he claims that "social vitality" is more valued by residents whereas "economic viability" is more valued by planners. Matthews also observes that, whereas Canada's regional development policy in the 1930s was largely oriented to rural development, by the late 1960s the central processes of industrialization and urbanization stressed economic development and infrastructure.

While Matthews advocates the adoption of a dependency theory perspective for regional development policy, this advocacy is based on little more than a conviction that "ultimately DREE programming increased the dependency of underdeveloped regions on outside interests and led to further exploitation of local resources, labour, and capital, exacerbating the problem it was intended to alleviate." The author is lamentably silent on the details of a dependency theory proposal for regional development policy in Canada.

In passing, it should be noted that the chapters in Part II include several insights which move the debate concerning regional development beyond orthodox economics. For example, in Chapter 6 resettlement in Newfoundland is viewed in the conceptual context of collective behaviour, and in Chapter 8 the deviant cases of three Newfoundland communities which resisted resettlement are taken as an opportunity to illustrate the need for a development policy which does not discount the broadly social framework of local community life.

Part III of *The Creation of Regional Dependency* contains two chapters: the first focuses on the Smallwood legacy and the

"development of underdevelopment" in Newfoundland, and the second considers the role of the state in Canada's Atlantic fishery. In these chapters, the author seeks to document how, on the one hand, a local political establishment can deepen dependency while, on the other hand, a national state can on occasion meet with some success in overcoming some aspects of regional dependency and disparity. As in statistics, so it seems in regional studies there are occasional errors of both the type 1 and type 2 kind.

In conclusion, while this book's strength lies in the advocacy of regional planning executed in such a way that the "dynamic interactions of people" are preserved, the book's overall weakness is to employ a definitional and descriptive language (of region, regionalism, regional differences and regional disparities) in place of a theoretical and critical language. For example, the work cannot claim to be definitive concerning even the basic distinction between the concepts of dependency and underdevelopment and their empirical indications.

In brief, many readers of this book, challenged though they may be by the author's sensitivity and commitment to a voluntaristic perspective, will want to learn more concerning the creation of regional dependency in the context of developing underdevelopment and uneven development.

Gordon Fearn is an associate professor of sociology and chairman of the Canadian Studies Program at the University of Alberta.

The University of Western Ontario

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Dean G.F. Chess, P.Eng.
Faculty of Engineering Science
The University of Western Ontario
London, Ontario, Canada
N6A 3B9

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Athabasca University

BOOKS. LIVRES

Un livre indispensable dans la bibliographie de l'histoire moderne de l'Espagne

par Maryse Bertrand de Munoz

Spain, 1808-1975. Raymond Carr, Oxford, Clarendon Press, 1982. 856 p.

Spain 1808-1975, dans sa deuxième édition de 1982, est un volumineux essai sur l'histoire d'Espagne depuis l'invasion de Napoléon jusqu'à la mort de Franco. Son auteur, Raymond Carr, professeur à l'Université d'Oxford depuis 1946, membre de l'Académie Royale d'Histoire d'Espagne et de l'Académie Britannique, s'était déjà créé une bonne réputation d'historien de l'Espagne moderne depuis 1966 avec la première édition de ce livre et, par la suite, d'autres œuvres suivantes dont *The Spanish Tragedy: The Civil War in Perspective* (1977) et *Modern Spain* (1981).

Raymond Carr présente l'histoire de l'Espagne contemporaine comme une lutte constante du libéralisme contre le traditionalisme. Tous les historiens ont bien signalé cet affrontement, mais Carr insiste particulièrement sur le cheminement lent, difficile, harassant des libéraux, il souligne leurs efforts soutenus pour faire évoluer le pays vers la modernité, le mettre au niveau du reste de l'Europe. De nombreux chapitres ou sous-chapitres sont consacrés à l'analyse de ce point de vue; les écrivains libéraux tels Aranda, Olavide, les constitutions libérales qui jalonnent le XIXe siècle mais qui fréquemment rejetées, les Krausistes, Sanz del Rio et son disciple Giner del Rio, reconnus comme extrêmement importants et bénéfiques à la cause du libéralisme, ne sont que quelques-uns des éléments fréquemment cités.

La révolution libérale, commencée lentement au long du XVIIIe siècle, semblait pouvoir prendre forme en 1870 mais elle échoua de nouveau sans que toutefois ses conquêtes soient perdues. Frustrée par la dictature de Primo de Rivera en 1923 puis renouvelée avec la République en 1931, cette révolution sombra presque dans l'oubli pendant les trois premières décades du franquisme. Les espoirs ne purent renaître que vers 1965 et l'Espagne se modernisa rapidement malgré toutes les résistances et elle devint un pays semblable au reste de l'Europe: "Spain is different!" had been the slogan by which the government encouraged tourists. In 1975 it was no longer different; it was a Western European industrialized society". (P. 760)

Pays de contrastes, l'Espagne offre de multiples problèmes à qui veut essayer de la comprendre. Les Espagnols eux-mêmes n'arrivent pas à la définir, à la saisir dans son essence; depuis le XVIIIe siècle et surtout depuis la Génération de 1898, de nombreux essayistes ont tenté de le faire sans jamais arriver à un résultat définitif. Or quand un étranger se lance dans cette aventure, sa tâche n'est évidemment pas sans embûches; Raymond Carr s'en tire pourtant fort bien: ses recherches prolongées en Espagne lui ont permis de pénétrer à fond la culture de ce pays et son livre démontre une profonde compréhension de la société espagnole.

Toutefois, si l'auteur possède bien son sujet, il n'oublie pas qu'il s'adresse à un public de langue anglaise et de là de longues explica-

tions et notes sur le sol espagnol et le pays en général, surtout au début du livre. De plus, les auteurs et historiens auxquels il se réfère sont très souvent anglais - Thomas, Bolloren, Brennan, etc; le général Wellington prend une place prépondérante au moment de l'invasion napoléonienne, les voyageurs anglais du XIXe siècle - Young, Townsend, Barrow - nous donnent leurs impressions de ce pays exotique, à la fois aimé et méprisé; la perte de Cuba en 1898 est comparée à celle de l'Irlande pour l'Angleterre. Tout cela fait voir l'histoire d'Espagne sous un angle très différent de ce que peuvent présenter les auteurs espagnols.

Le début du livre n'apporte rien de très neuf; Carr y récapitule tout ce qui est connu sur cette période. Il en est de même pour la fin, résumé assez bref d'un autre livre de l'historien anglais, écrit en collaboration avec Juan Pablo Fusi: *Spain: Dictatorship to Democracy*. Le cœur du livre et le développement progressif du libéralisme demeure le plus intéressant. Il faut cependant indiquer ici que, pour qui cherche la suite des "faits" historiques en eux-mêmes, cet essai le déçoit car il n'offre pas de descriptions de batailles, de soulèvements, de changements de gouvernements, etc; ceci est surtout notoire et vérifiable au moment de la guerre d'indépendance de 1808 et de la guerre civile. Celle-ci particulièrement ne couvre que quarante-trois pages, divisées en quatre sous-chapitres: The Alignment of Forces, July 1936, The Politics of Republican Spain, Nationalist Spain and the Rise of Franco, The Course of the War; même la chronologie (p. XIII à XXXI) est peu explicite sur ce point.

Le livre se veut explicatif, analytique des grandes idées qui sont à la base de l'Espagne actuelle; il compte 21 longs chapitres et il fait voir la lente évolution de ce pays paradoxal où "By 1930, when a Roman would still have felt at home on an Andalusian estate,

Catalonia contained some of the largest textile concerns in Europe" (P.1). Chaque chapitre commence par un bref résumé et les pages suivantes développent largement les idées et faits indiqués au début.

Au long de l'œuvre, Carr établit fréquemment des rapprochements entre les événements, surtout entre ceux de 1808 et 1936 et ceux de 1868 et 1936 (P. 86, 155, 165 et autres). Il indique surtout que ces trois révolutions ont attiré particulièrement les regards de toute l'Europe qui y a vu la plaque tournante des grandes idées.

Les militaires, on le sait, ont joué un rôle prépondérant dans l'Espagne des deux derniers siècles et Carr souligne à maintes reprises leur force et leur interventions devenues chroniques. Cette phrase résume assez bien l'action de l'Armée dans la politique espagnole: en 1917 "Once more Spain suffered one of its periodic spasms of the military delusion, the conviction that the army could effect salutary change in the face of the impotence and indifference of the political establishment" (P. 501).

Carr semble voir dans la Catalogne un facteur capital d'évolution, mais aussi de troubles pour le reste de l'Espagne; il consacre plusieurs sous-chapitres à cette région, il insiste sur sa particularité, sa culture, mais aussi sur son égoïsme, ses exigences. Pendant la IIe République, "When Spain was seeking liberty, Catalonia thought of its own selfish interests and now demanded 'payment'". The Statute, forced on Spain as if she had been defeated, represented "not the maximum demands of autonomists but the minimum demands of separatists". Such attacks, as always, found proof in the ungarded utterances of Catalans". (P. 615).

Un autre secteur important de la population est la classe ouvrière et pourtant en Espagne le syndicalisme ne put s'installer que très tard. Les extrémistes de droite hor-

rifiaient l'opinion publique et les répressions étaient féroces: de là la version moderne de la "Leyenda negra". En 1907, l'Espagne était le seul pays d'Europe à n'avoir pas encore de député de la classe ouvrière et les progrès en ce sens furent minimes jusqu'à la République et même alors ils furent insuffisants.

L'interprétation que fait Carr de l'histoire espagnole depuis 1923 étonne un peu le lecteur par certains détails: en effet, l'auteur sans doute un libéral, fait de nombreux éloges de Primo de Rivera, reconnaît à Franco plusieurs mérites et juge assez sévèrement les Républicains tant avant la guerre que pendant celle-ci. Ces quelques citations suffiront sinon à souligner l'étonnement du moins à prouver l'effort d'objectivité d'un libéral face à la réalité: "In the early stages his naivety was a saving virtue. Primo de Rivera was an emotional patriot, and it is impossible, even now, not to be moved by the intensity of his feeling for Spain and by the embarrassing frankness in which it found expression". (P. 563) "In spite of the defects of their policies the dictator's technocrats were responsible for a most remarkable and frequently underestimated essay of modernization" (P. 580); "Besides his technical competence (he was a general at thirty-two), his bravery, and his iron self-control, Franco's greatest strength lay in what Cromwell would have called 'waiting upon providence' and what his critics called excessive caution" (P. 673); "Under cover of the Anti-Fascist Front the Revolution was being destroyed by a governmental counter-revolution" (P. 666).

Une autre affirmation nous paraît importante à souligner avant de terminer: selon Carr, les deux camps ennemis pendant la guerre civile requièrent une aide étrangère équivalente en quantité; or ce fait longtemps débattu par les historiens est généralement nié par les partisans de la République: "It is misleading to argue in terms of quantity of supply: there were periods (for instance in November-December 1936) when Russian aid was quantitatively more important than Axis aid to Franco. In the long run it was the 'continuity' of German and Italian aid and the regularity with which the Axis supplies met every crisis of Franco's armies which decided the war". (P. 683).

On pourrait encore commenter longuement ce gros volume d'une richesse incroyable. Contentons-nous de mentionner que malgré le manichéisme qui régnait pendant de longues années après la victoire de Franco, Carr constate à la fin de son étude que le libéralisme a finalement eu raison; après tant de pénibles sursauts, l'Espagne est enfin arrivée à la liberté que possédaient depuis longtemps le reste des Européens. Il ne fait pas de doute que ce livre est cohérent, profond, impressionnant par la quantité d'informations tant dans le texte que dans les excellentes notes au bas des pages. *Spain, 1808-1975* demeurera sans doute comme un livre indispensable dans la bibliographie de l'histoire moderne de l'Espagne.

Maryse Bertrand de Munoz est professeur titulaire dans le Département d'études anciennes et modernes à l'Université de Montréal.



WILFRID LAURIER UNIVERSITY
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Dr. Russell W. Munceaster, Chairman
Search Committee for Dean of Faculty of Arts and Science
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In accordance with Canadian Immigration requirements, only Canadians and Landed Immigrants to Canada need apply for this position.

BOOKS. LIVRES

A Procrustean bed

by Cynthia A. Cannizzo

Canada and the Nuclear Arms Race. Edited by Ernie Regehr and Simon Rosenblum. Toronto: James Lorimer & Company, Publishers, 1983. 268 pages.

There are several good books on the arms race and nuclear weapons. This is not one of them. It is relatively easy to construct logical arguments based on facts against the nuclear arms race; they are not to be found in this book. Instead, the authors rely on the assumption of a particular model of the world; the selection and distortion of information to make it fit the model; and the refusal to consider information that does not fit. Thus, when it is applied to Canada, or policy is critiqued or prescribed, the flaws of the model and the reasoning on which it is based are carried over to these areas. It is a Procrustean bed indeed.

The model is very simple: the military-industrial-scientific-technological complex controls US weapons and doctrine; the US then initiates a new round in the arms race; the Soviets are forced to respond to these US initiatives; and the world is one step closer to economic, political, and social ruin. None of the linkages in this model are well developed. The first link, between the military-industrial-scientific-technological complex and US weaponry initiatives is not treated separately at all, but arises via the occasional sentence, such as: "Weapons strategies are then rewritten to fit the new models, rather than the reverse." (p. 67); or, "One of the principal difficulties in coming to terms with the nuclear issue is the degree to which technology has infiltrated our sense of society and of ourselves... Either we abandon technology, or we renounce war, but our moral sanity is stretched dangerously thin to countenance both within the same society" (p. 197). This is about the only "explanation" we are given as to why states acquire arms.

The second link, the arms race itself, is thoroughly aired in the introduction and the first two chapters. A table on page 9 lists various US "actions" and Soviet "reactions" in escalating the arms race, such as the US had the first chain reaction, the first A-bomb, the first H-bomb. The first problem with this is that it neglects the equally if not more plausible argument that the Soviets were working on the same things at the same time and the US was simply faster. Even ignoring that, a second distortion is introduced by not listing Soviet "firsts" which include, *inter alia*, the first ICBM test, the first operational ICBM, the first operational SLBM, the biggest warhead, and the first deployment of long-range, land-based MIRVed theatre nuclear forces.

We also "learn" that US leaders are actually planning to fight and win a nuclear war, that the US plans to use its nuclear weapons to prevail over the USSR and achieve victory (p. 7, 8, 21, 29, 50). However, Soviet statements to the same effect are not construed as similar evidence for their goals and plans (p. 42). Nor is there any consideration that an objective of "losing" would be absurd, nor of the fact that if there are plans we might have a better chance of limiting damage and preventing holocaust than if there are not plans.

Another example of distortion is the statement that 50 percent of American

warheads are in submarines which cannot be destroyed by any Soviet ICBMs or SLBMs (p. 45). This is followed on the next page by the reverse situation, that the US can destroy Soviet submarines because only 15 percent are away from port. This is misleading on at least two counts. First, at least half of US submarines are in port at any given time and can easily be destroyed by Soviet ICBMs and SLBMs, just as Soviet subs in port are vulnerable. Second, if a sub is at sea, it is not attacked by ICBMs and SLBMs; it is attacked by hunter-killer submarines and surface ships. So the charge that American subs at sea cannot be destroyed by Soviet ICBMs or SLBMs is true, but totally irrelevant. The US cannot destroy Soviet submarines at sea by that method either.

The last linkage, that the arms race is leading to ruin, is likewise based on poor reasoning. The economic disaster arguments are rather facile. For example, US railroads are in such dreadful shape because of spending on military not civilian technology (p. 72). Nowhere do we find alternative explanations relating to regulatory laws or union practices, or tax structures, or socio-economic relationships to trucking and airline traffic. Another example of this is on p. 77: increased military spending leads to increased national deficit leads to increased interest rates which hurt us all. We should also add to this equation increased government spending on health, education, and welfare as contributing to the deficit, which they do.

The nuclear war scenario is fine, if the authors were trying to present a scenario. However, they are claiming theirs is highly likely. "Because there is no unclassified information (and probably no secret knowledge either), of the reliability of missiles flying over our heads in actual war conditions, the influence of this factor on Canada's fate in a nuclear war is purely conjectural. In any event, its significance pales beside the impact of far more serious events that we can be reasonably sure would take place." (p. 171, emphasis added). Aside from the fact that there is open information on the problem of reliability, all nuclear war scenarios are purely conjectural. Further, the group which wrote this chapter based their scenario on a scenario from the journal *Ambio*. The *Ambio* authors make very explicit that theirs is a highly unlikely scenario and is designed to maximize environmental impact; this disclaimer is not repeated. The present article claims approximately 110 direct targets in Canada in event of war. The Canadian government has ten cities that it feels *might* be attacked, and the authors were aware of this list. They dismissed it on the grounds that the "explanations did not appear to us to be very satisfactory" for why these cities and not other cities were on the list (p. 177).

The chapter by MacDonald on social ruin advocates building new political institutions which would allow public involvement and a new moral framework. Perhaps he is not able to distinguish between a situation in which people are not free to influence the government and one in which an interest group is listened to but then the government decides on another course of action (perhaps because of a larger interest group).

The applications of this "model" to Canada suffer identical problems as its development. Regehr claims that a justification of Canadian nuclear involvement based

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ed on deterrence is not a justification based on strategy, but evidence of Canada's uncritical acceptance of US strategy (p. 104). One is forced to wonder what Regehr would consider evidence of justification on the grounds of strategy.

The nuclear industry chapter by Edwards contains a very good critique of the Non-

proliferation Treaty and of the CANDU reactor as a potential source of proliferation, but he has trouble distinguishing a bomb from a nuclear device (p. 132): a device requires miniaturization, fusing and triggering mechanisms, casings, and a



BOOKS. LIVRES

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The case for toleration

by Fred Wilson

Foundations of Religious Tolerance, by Jay Newman, Toronto: University of Toronto Press, 1982. \$25.00 cl., \$6.95 Pa.

One searches Plato's *Republic*, or Aristotle's *Ethics*, or Cicero's *Offices* in vain for the virtue of toleration. It is a virtue that made its appearance only in the modern world, receiving its first major defence in Bayle (*Pensées sur la comète*, 1682) who argued that morality is independent of religion, and in Locke (*Letter Concerning Toleration*, 1689) who argued that force can compel compliance but not belief and is therefore ineffective in bringing men to salvation, and that it is incorrect to equate man's obligation to the church with man's obligation to society and to hold that society will lapse into anarchy if dissent is tolerated. Jay Newman's book brings the case made by Bayle and Locke for toleration up to date, focusing on the fundamental ethical and epistemological issues raised by religious competition and conflict, and using these to illuminate and criticize theological, psychological, sociological and political discussions of the problems.

Since Bayle and Locke, intolerance has been considered a moral defect, allied to arrogance and narrow-mindedness, and, in private life, to impatience. Toleration may be compared to the political values of liberty, equality and fraternity. Tolerating others is certainly less than treating them fraternally, and less even than treating them as equals: toleration is always *mere* toleration. As for liberty, no criticism is implied of those who exercise it in speech or worship or movement; the latter are taken to be either good, or at least ethically neutral. But those we tolerate

— heretics, dissenters, atheists or communists — are taken to be wrongdoers; to tolerate is to condemn and then put up with. It is the policy of patient forbearance in the presence of something which is disliked or disapproved of.

Bayle and Locke were able to recommend toleration on the basis of utility because they had come to accept a non-traditional account of the state and of man. For them, unlike their predecessors, the commonwealth is based on a set of conventional relations rather than ordained of God; and conformity to these conventions can be shown to be reasonable on grounds of utility. Religion is not essential to cement those relations, nor support their moral foundations. On this conception of civil society, then, heresy does not threaten the commonwealth. Or at least, it does not do so provided that (most) men are reasonable. Older conceptions of society were hierarchical, with intellectual strength increasing as one proceeded upward, placing upon the higher levels the necessity of protecting the lower. Bayle and Locke rejected this paternalism; they accepted the basic intellectual equality of men, and defended the obligation and responsibility for each individual to formulate and defend his beliefs independently of any authority.

Newman effectively develops these lines of thought. In developing them, he takes up such topics as religious pluralism and secularism, exclusivism and universalistic religious claims, proselytization, and the problem of the intolerant personality. Newman is particularly good on Gordon Allport's influential discussion of religious prejudice, correctly arguing that Allport all-too-naïvely separates prejudice from religion.

But he fails to note the cognitive arrogance that Bayle and Locke were to attack and

which underlies so much prejudice and intolerance.

The New Testament distinguishes belief from unbelief, grouping in the latter both suspension of judgment and disbelief, misleadingly since failure to distinguish them leads to many errors. But furthermore, the New Testament habitually implies that it is morally obligatory to believe — faith, as well as charity, is a virtue — while unbelief is wicked. Couple this with the assumptions of the religious roots of civil society and of the moral weakness of men, then toleration almost immediately becomes intolerable.

Bayle (in his *Historical and Critical Dictionary*) and Locke (in his *Essay concerning Human Understanding*) both emphasized the limits of human knowledge, and the fact that human cognitive faculties are inevitably fallible. This implies that the New Testament position that belief is virtuous, unbelief wicked, is one that poisons reason at its source. Reason requires an ethics of belief contrary to that of the New Testament search for reasons for and against each proposition, and proportion one's cognitive attitude to the weight of evidence, assenting, dissenting, or suspending judgment as appropriate in each case. Far from reckoning as wicked disbelief or doubt as such, what reason holds is that it is wicked to adopt one's cognitive attitude in disregard of available reasons.

The revised estimate of the capacities of human reason and the ethics of belief which that implied, are as essential to the Bayle-Locke undermining of the case for intolerance as are the revised conception of the grounds of civil society and the revised evaluation of man's capacity to think rationally and to behave responsibly. Newman does not bring out as effectively as one would wish the profound difference with respect to human reason that divides the defenders of tolerance from the persecutors — formerly religious, now also political — of heretics.

This book is well-written, and will appeal not only to philosophers, but also to students of religion, psychologists and sociologists.

Fred Wilson is with the Department of Philosophy at the University of Toronto.



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Procrustean bed

delivery system to make it into a bomb. He also doesn't understand that safeguards, by definition, go on civilian, not military installations (p. 137).

Has Canadian policy failed? The primary article here is Pauline Jewett's. On the NATO two-track decision she claims that a government truly dedicated to suffocation of the arms race would have questioned and not supported this decision (p. 209). She neglects to mention the third track of that decision which was the unilateral withdrawal of 1000 warheads from Europe, and the fourth track which is a one-for-one replacement. This means the two-track decision results in a net decrease of warheads. This is what arms control and disarmament is all about, reducing nuclear stockpiles.

The articles in the failure of policy and policy prescription sections are premised on the assertion that governments are unwilling to act on disarmament. All actions that governments have taken towards reductions, all the treaties that have been signed, all the areas closed off to competition, are as naught. Aside from passing references and the Non-proliferation Treaty, the book doesn't even discuss what progress has been made. There is no recognition of political realities that make arms control difficult and slow. This stems from the firm belief in

their model, despite contrary evidence and alternative theories.

As if data bashing to fit pre-existing assumptions isn't enough, the book is filled with sloppy scholarship, such as unfootnoted quotes (p. 30, 53, and 59 for three), assumptions that missing data fits a particular pattern (p. 73, 76), anti-factual assumptions (such as the existence of at least 75 accurate 100 kiloton warheads in the Soviet arsenal in Chapter 7), and internal contradictions (p. 8 and 21 on newness of nuclear blackmail, or Chapters 5 and 15 on Canadian involvement in nuclear systems).

Aside from Polanyi's chapter on an international satellite monitoring agency, which is the only non-polemical and well-reasoned article, this book is disappointing, disillusioning, and dangerous. This is the kind of literature that frightens people into unthinking action. If we are to develop real alternatives to the arms race and create ways for Canada to influence the weapons acquisition process in the US and the USSR, we need to be working with appropriate models and methods and with full, sound information. *Canada and the Nuclear Arms Race* distracts us from that pursuit.

Dr. Cannizzo is with the Strategic Studies Program at the University of Calgary.

BOOKS.LIVRES

The Commonwealth Experience. Rev. ed. 2 vols. Nicholas Mansergh. Toronto and Buffalo: University of Toronto Press, 1983. 574 pages.

Nicholas Mansergh, Emeritus Smuts Professor of the History of the British Commonwealth and Fellow of St. John's College, Cambridge, is without peer in the ranks of Commonwealth scholars. Almost 50 years have passed since the publication of his first major work, *The Irish Free State: Its Government and Politics* (London, 1934), and in the decades following through to the present Mansergh has written and published on Empire and Commonwealth matters with a prolificacy bordering on the incredible. He has written and edited some 18 major works on Commonwealth history and affairs, along with articles, contributed chapters, occasional papers and lectures too numerous to count (a full bibliography to 1979 is given in *The Journal of Imperial and Commonwealth History*, No. 1, vol. VIII, October 1979).

From an early narrow focus on his native Ireland, Mansergh broadened his intellectual horizons through the years to examine India, South Africa, and ultimately all the states who have been or are a part of that most complex political institution known to us as the Commonwealth. Clearly, Mansergh's commitment to his scholarly craft has been a passionate one. His research has given him insight and knowledge of Commonwealth affairs over the past century which none can rival. His years bring a wisdom and sense to his scholarship only a few might hope to match in time.

The Commonwealth Experience is a survey, an historical review of the crucial events and circumstances, and the personalities, which have brought into being the modern Commonwealth. As such, the work is of necessity a summary account, a distillation of Mansergh's ideas and perceptions obtained through a lifetime dedicated to an understanding of the Commonwealth phenomenon. When this work first appeared in 1969, it was received with near unquestioned, widespread scholarly acclaim. The late Professor Trevor Reese writing in the *Journal of Commonwealth Political Studies* (VIII, No. 1, March, 1970), described it simply as 'an admirable new book', then went on to lavish praise on Mansergh's 'lucidity, detachment, perception and scholarly authority'.

Professor Robin Winks, reviewing the work in the *American Historical Review* (LXXV, No. 3, February, 1970), summarized the study in similar terms as 'historical scholarship at its most subtle, lucid and appropriate'. It is sufficient to say here that much of the critical judgments expressed more than a decade ago hold true for this revised and updated edition published by Macmillan in England (1982) and the University of Toronto Press (1983) in a more convenient two volume format.

As Mansergh noted in his first preface, his study is about 'the Commonwealth — about its origins, its development, its pattern and concepts of inter-state relations, its experience in peace and war'. It is Mansergh's contention that while the Commonwealth co-existed with Empire and is assuredly the heir of an imperial past, it has an historical identity of its own.

For Mansergh, the Commonwealth in idea and actuality 'developed a life and made a contribution to political thought and relations, not only distinct and distinguishable from those of Empire, but in many respects inherently opposed to them'. Thus there is no explicit preoccupation with the overworked if still popular theme of Imperial decline and demise as such, but a refreshingly new emphasis on the arguably more positive themes of beginnings, evolution, growth and maturity, what Mansergh calls the 'protracted process of transition'. In this Empire to Commonwealth process, the developing

The Commonwealth: a new emphasis on positive themes

by Robert McCormack

ideas about Empire in the nineteenth century became the twentieth century reality of the modern multi-national multi-racial Commonwealth.

The approach is historical, the methodology traditional. Mansergh follows more or less a chronology which travels a road marked by familiar signposts: the Durham Report and the introduction of Responsible Government in Canada; the search for solutions to the South African 'problem'; the Federation in Australia; the Imperial Conferences; the impact of war; the Statute of Westminster and Dominion status; and the long roads to resolution in Ireland and India. Where the first edition had closed with the crisis in Rhodesia, here the story ends with the triumph of Zimbabwe, the last

of the African colonies to win independence and the forty-first member State in the Commonwealth. It is in all a tale well told, rich in anecdote and detail, sober and scholarly in analysis, and sensible if cautious in summary.

The narrative is blessedly free of jargon, ideological posturing or the sometimes mindless revisionist theorizing which is too often passed off as modern scholarship. Mansergh is a scholar quite obviously in love with his work, but nowhere does this compromise his professionalism. He writes not of what might have been or ought to have been, but makes *The Commonwealth Experience* a lively account of why and how things came to be what they are.

The Commonwealth Experience is not

without fault nor unresolved problems, given the scale and sweep of the subject. This reviewer does not think that it is quite as easy as Mansergh suggests to disentangle Commonwealth from Imperial affairs, nor, for that matter, from national and international concerns. Mansergh says too little about nationalism, anti-colonialism, independence movements, decolonization and racialism. It is perhaps expecting too much for each are themselves whole studies, but all had a powerful impact in the shaping of the modern Commonwealth and call for more than passing reference in a work attempting to explain the Commonwealth.

There is nothing much said about the West Indies, a forgivable omission, but disappointingly too little about Africa north of the Limpopo. Were the Gold Coast, Nigeria, Mau Mau, Nkrumah, Kenya and Nyere of as little account as Mansergh suggests? More could be said on these events and personalities, and more on the changing perceptions of the Commonwealth to which they contributed. More could be said of England's penchant for creating federations here there and everywhere — ideas which died stillborn in East and West Africa, and collapsed in the West Indies and Central Africa — and less on Mansergh's pet themes of Ireland and India. One has to wonder as well about the awkwardly titled chapter, 'Men of Commonwealth'.

As the penultimate chapter, identifying Mansergh's choices of the most 'important' contributors to the evolution of the Commonwealth, it seems rather out of context, a sort of afterthought adding pages but little to the thesis.

Mansergh selects Smuts, Nehru and Mackenzie King as the trioka pulling forward the carriage of the Commonwealth behind them and argues well their unique contributions. Smuts and Nehru are not surprising choices, although one could argue for others, such as Balfour, perhaps even Attlee. But even Canadians might have difficulty with Mackenzie King as a 'builder' and influence on the great things to come. Better cases could be made for Laurier and Borden amongst Canadian statesmen, and just maybe Diefenbaker for his role in the South African departure from the Commonwealth. These aside, minor errors are remarkably few, although one must point out, for example, that Canada did not send 'troops' to the Sudan in 1889. Mansergh's style, everywhere fluent, is occasionally marred by an annoying over-use of parenthetical remarks, set off in the text by dashes and parentheses, but to dwell on such would be churlish.

The Commonwealth Experience is based mainly on published and secondary sources, although Mansergh did make brief forays into several Commonwealth archives. It is thus as much a work of synthesis as analysis, a no less welcome contribution to Commonwealth historiography for scholar and student alike. This new edition takes into account many of the important developments in the Commonwealth of the 1970s — Britain's entry into the Common Market, new member-states, the ending of the Rhodesia/Zimbabwe crisis, even the 'patriation' of the Canadian constitution — and this is reflected in an updated bibliography.

The bibliographic essay is excellent, although one queries the references to W.M. Hughes' *The Splendid Adventure* (1929) and Nehru's *Autobiography* (1936) as welcome contributions in 'comparatively recent years'. The footnoting is scholarly and informative, even though one would prefer the notes with the chapter rather than collected at the end of each volume.

Overall, *The Commonwealth Experience* is a first-rate piece of historical scholarship which is a pleasure to read and easy to recommend. It is the work of a master, and this revised edition is most welcome.

Robert McCormack is with the Department of History at the University of Winnipeg.

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